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Government
Publications



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NEWS

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IMMEDIATE RELEASE

MINISTER OF LABOUR ANNOUNCES
APPOINTMENT OF MR. R.C. SMITH
TO CANADA LABOUR RELATIONS
BOARD.

OTTAWA....The Minister of Labour, Honourable Bryce Mackasey has announced the appointment of Mr. R.C. Smith of St-Laurent, Que., to the Canada Labour Relations Board as a member representing employees.

Mr. Smith, 42, is Vice-President of the Transportation-Communication Division of the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, and is also Chairman of the Associated Non-Operating Railway Unions which negotiate on behalf of some 75,000 non-operating railway employees in Canada.

The Canada Labour Relations Board is composed of four members representing employees, four members representing employers, with an impartial Chairman and Vice-Chairman. It meets periodically to deal with

representation matters involving the certification of trade unions as collective bargaining agents for groups of employees and to deal with other labour relations matters affecting undertakings and industries in the federal field of jurisdiction.

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45/69
July 24, 1969

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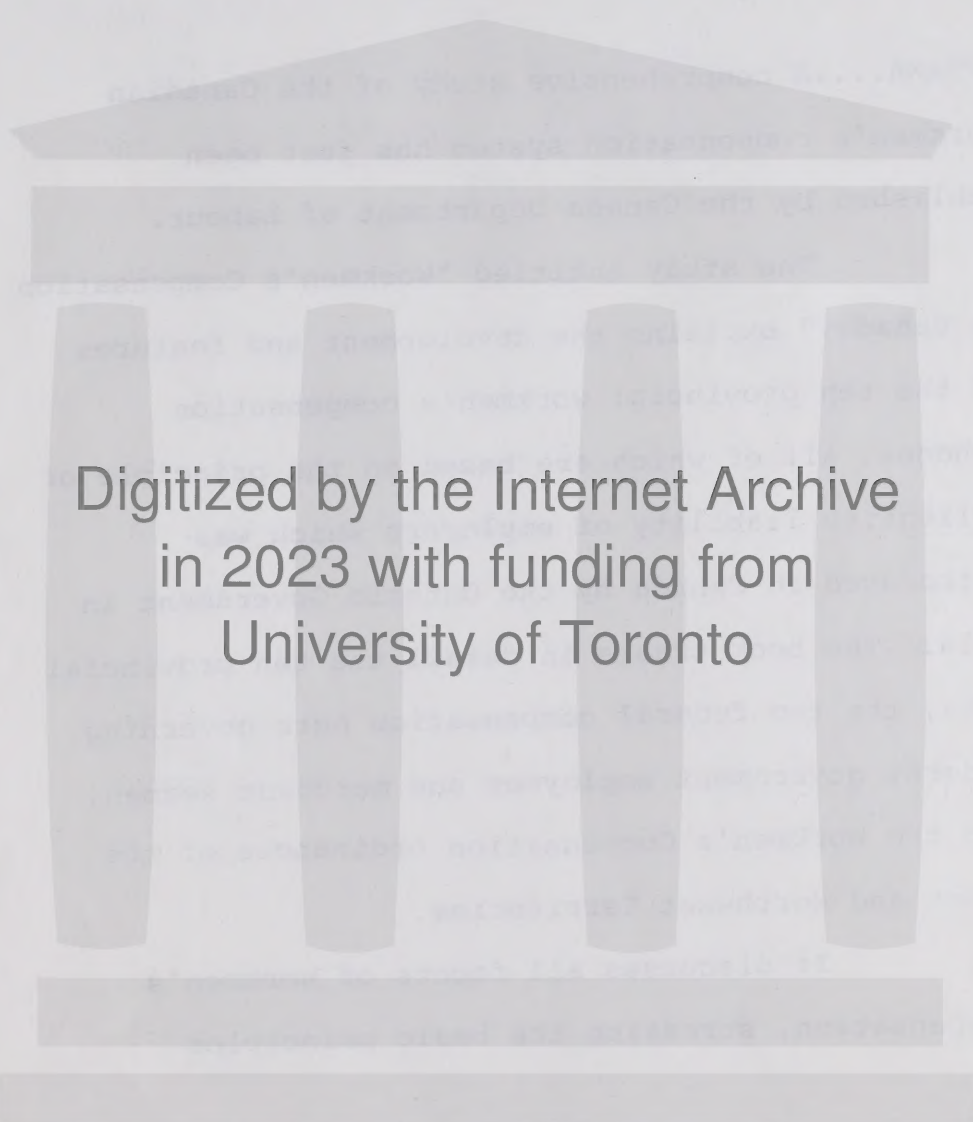
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IMMEDIATE RELEASE

OTTAWA.....A comprehensive study of the Canadian workmen's compensation system has just been published by the Canada Department of Labour.

The study entitled "Workmen's Compensation in Canada," explains the development and features of the ten provincial workmen's compensation schemes, all of which are based on the principle of collective liability of employers which was introduced in Canada by the Ontario Government in 1914. The book treats in detail the ten provincial Acts, the two federal compensation Acts governing federal government employees and merchant seamen, and the Workmen's Compensation ordinances of the Yukon and Northwest Territories.

It discusses all facets of workmen's compensation, stressing the basic principles



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common to the system: comprehensive coverage, compulsory insurance in a provincially-operated Accident Fund, exclusion of the courts from workmen's compensation cases and the processing of claims and payment of benefits by an administrative board with continuing jurisdiction to review and modify any decision. Accident prevention and rehabilitation of the injured workman are shown to be integral parts of the workmen's compensation system. Scales of cash benefits are set out in tables, permitting comparison between provinces.

47/59
AUGUST 19, 1967
One chapter describes the steps taken in various provinces to increase pensions awarded at times when lower earnings and compensation rates prevailed.

The study describes the laws as they were on December 31, 1967. A supplement covering

changes made in 1968 is included. A supplement will be published annually.

The work of Miss Evelyn Woolner, Chief of the Legislative Research Division of the Legislation Branch of the Department, the book is available at a price of one dollar in English and French versions from the Queen's Printer or from any of the Canadian Government book stores.

47/69
August 18, 1969

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NOT TO BE RELEASED
BEFORE NOON, SEPTEMBER
23, 1969

IF THE MOON,
WHY NOT HOME?

OTTAWA.....Man found a way to overcome obstacles facing him when he was trying to walk on the moon; why can't he overcome the obstacles facing him in trying to measure the value of the services provided in his own home?

Services, that is, in terms of domestic activities which, if paid for, would be calculated as an economic product of the country. In an address entitled "Housework Services - The Orphan in Economic Reckoning", before the Engineers' Wives Association (Sept. 23) at the National Arts Centre, Canada Labour Department Women's Bureau director Sylva Gelber says it can be done.

Miss Sylva M. Gelber outlined efforts made by economists over a period of half a century to devise some formula for measuring the value in

monetary terms of the unpaid domestic services provided by members of a family. She quoted paradoxical situations which can and do arise because the same services provided for payment disappear from the national product when provided without payment. Much of her speech was based on views put forward over the years by outstanding economists, many of whom agreed that the paradoxical state of affairs resulting from present practices needs rectifying.

It was Miss Gelber's contention that although there were admitted difficulties in a measurement of unpaid household services, the availability of statistical tools in this age of technological progress should facilitate the removal of obstacles.

"Perhaps the time has come", she said, "when those who provide the services should bring pressure to bear on the social scientists, to ensure that the bona fide services, unpaid though they be, should no longer be set aside as valueless in dollar terms."

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Miss Gelber suggested that housewives should insist on a value being placed at least on the unpaid domestic services which they provide. "In so doing, they will acquire from society a new attitude towards their services and, at the same time, make meaningful the measure of all services reflected in the national accounting."

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57/69
September 23, 1969

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IMMEDIATE RELEASE

LABOUR ORGANIZATIONS IN CANADA

OTTAWA....Union strength continued to grow in Canada in 1968 but the formation of new Canadian unions in the public service sector has resulted in a decrease in the international unions' share of the total membership.

As of January 1969, union membership in Canada stood at 2,074,000. This increase of 64,000, or 3.2 per cent during 1968 is the result of general growth in the union movement and the inclusion in the survey of new unions of government employees, mainly provincial.

This membership figure of 2,074,000 represents 26.3 per cent of Canada's labour force and 32.5 per cent of non agricultural paid workers, compared with 26.6 per cent and 33.1 per cent respectively in 1968.

In 1969, there were 101 international unions, 59 national unions, 196 directly chartered locals (152 with CLC; 44 with CNTU) and 124 independent local organizations. The following table gives breakdown by membership and union affiliation:

Type of Affiliation	No. of Unions	No. of Locals	Membership	
INTERNATIONAL UNIONS	<u>101</u>	<u>4,956</u>	<u>1,346,114</u>	65.0
AFL-CIO/CLC	<u>85</u>	<u>4,460</u>	<u>1,106,861</u>	53.4
CLC only	4	141	127,538	6.2
AFL-CIO only	5	10	604	*
Unaffiliated Railway Brotherhoods	1	102	7,186	0.4
Other Unaffiliated Unions	6	243	103,925	5.0
NATIONAL UNIONS	<u>59</u>	<u>4,034</u>	<u>649,887</u>	31.3
CLC	<u>23</u>	<u>2,631</u>	<u>339,157</u>	16.3
CNTU	11	940	200,877	9.7
Unaffiliated Unions	25	463	109,853	5.3
DIRECTLY CHARTERED LOCAL UNIONS	<u>196</u>	<u>196</u>	<u>22,201</u>	1.0
CLC	<u>152</u>	<u>152</u>	<u>15,095</u>	0.7
CNTU	44	44	7,106	0.3
INDEPENDENT LOCAL ORGANIZATIONS	<u>124</u>	<u>124</u>	55,668	2.7
TOTAL	480	9,310	2,073,870	100.0

Less than 0.1%

International union membership comprised 65.0 per cent of total union members this year, the lowest since 1944 when the percentage was 64.6. Although there has been no actual decrease in the total membership of international unions, the membership of national unions has grown faster due to the formation of new unions in the public service sector and continued growth in the service sector.

There appears to be a trend towards larger unions. In 1969, 18 unions (13 affiliated with the CLC, 4 with the CNTU, and 1 independent) reported a membership of 30,000 and over, as compared with 14 unions in 1968. The five largest unions in Canada in 1968 and their membership are listed below:

- | | |
|---|---------|
| 1. United Steelworkers of America
(AFL-CIO/CLC) | 150,000 |
| 2. Canadian Union of Public Employees
(CLC) | 124,500 |
| 3. International Union, United
Automobile, Aerospace and
Agricultural Implement Workers
of America (CLC) | 113,000 |
| 4. Public Service Alliance of Canada
(CLC) | 96,200 |
| 5. United Brotherhood of Carpenters
and Joiners of America (AFL-CIO/CLC) | 73,500 |

It is significant that two of the new unions in the over 30,000 membership group are the result of mergers. There have been seven mergers since the 1968 statistics were compiled. In comparison with 1961, when there were 11 unions in the 30,000 membership range with a combined membership of 503,000, or 34.8 per cent of total union membership, the 18 unions in this range for 1969 have a membership of 1,085,000, or 52.3 per cent of the total. This trend towards fewer and larger unions seems to reflect CLC and CNTU policy to encourage mergers among their affiliates and to reduce the cost of organizing and servicing small isolated locals.

58/69
October 1, 1969

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IMMEDIATE RELEASE

LABOUR, MANAGEMENT & GOVERNMENT
AT NATIONAL INDUSTRIAL RELATIONS
CONFERENCE

OTTAWA....For the first time in the history of Canadian labour relations, labour, management and government (federal and provincial) are getting together nationally here on October 26 for a three-day look at the industry-worker relationship.

The first conference of this size to be held in Canada has been called in honour of the 50th anniversary of the International Labour Organization.

Most of the time of the two hundred delegates will be spent in four syndicates, reflecting the agenda's four themes.

The first will deal with the relationship between labour standards legislation and collective bargaining. Another will consider the quality of the relationship between labour and management under collective bargaining in Canada.

The third syndicate will take the question of the public interest in labour-management relations, and the fourth will explore the technical assistance program of the ILO and Canada, with reference to the special interests of labour and management in international development.

The syndicates will have before them reports prepared this summer by working parties, which will include information on the research and international standards developed by ILO.

This national tripartite conference on industrial relations in Canada will not seek to draft resolutions or formal conclusions.

The basic objective is to provide a forum for discussion by representatives of governments, workers and employers of some of the central issues affecting labour-management relations in Canada, and, by so doing, to pay tribute to the work of the International Labour Organization at the time of its Fiftieth Anniversary.

The conference will be a test of the value of carefully prepared tripartite national discussion of major industrial relations issues.

In plenary session, three outstanding men from the international community will be keynote speakers: Professor J. K. Galbraith, Warburg Professor of Economics, Harvard; Louis Armand, National School of Administration, France; Allan Flanders, Commission on Industrial Relations, United Kingdom.

Federal Minister of Labour Bryce Mackasey will act as general chairman of the conference. Provincial Ministers of Labour are all expected to attend.

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IMMEDIATE RELEASE

JOHN KENNETH GALBRAITH
KEYNOTE SPEAKER AT
NATIONAL TRIPARTITE
CONFERENCE ON INDUSTRIAL
RELATIONS

OTTAWA....John Kenneth Galbraith, 61, internationally-known American economist, author and diplomat, will be one of the keynote speakers at the national tripartite conference on industrial relations, to be held in Ottawa, October 26-29. Mr. Galbraith, who achieved popular acclaim with his books The Affluent Society and The Scotch, is Warburg Professor of Economics at Harvard.

Born in the Scottish farm community of Iona Station, Ontario, he received his education at the University of Toronto and at the University of California, where he obtained his doctorate in economics. In 1936, as a Social Science Research Fellow, he studied for a year at Cambridge University, England.

In 1941, he was appointed assistant administrator of the American Office of Price Administration with the responsibility of establishing nation-wide price controls. Starting with a staff of 10, he had developed a 16,000-man organization by the time he left the job in 1943 for a year on the staff of Fortune magazine.

During the presidential campaigns of 1952 and 1956 he was one of Adlai Stevenson's chief speech writers and advisors. In 1961, President Kennedy appointed him Ambassador to India, a post he held until 1963.

A prolific and sometime controversial writer, he has written six books on economics as well as his two best sellers.

The conference honours the 50th anniversary of the International Labour Organization, and the tripartite structure, modelled after that of the ILO, brings together the parties principally involved in industrial relations - unions, management and government.

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Some 200 delegates will examine such topics as labour standards, Canada's international commitments, industrial relations generally and specifically, including the "public interest" aspect of disputes.

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August 29, 1969

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IMMEDIATE RELEASE

WHAT'S HAPPENING IN LABOUR LEGISLATION.

OTTAWA....Over the past year, new labour legislation has changed the face of Canada's work world: the 1968 edition of Labour Standards in Canada, just released by the federal department of labour, gives a concise summary of who got what, and where.

Some of 1968's highlights were:

- . Ontario's enactment of a new labour code;
- . Newfoundland's new Employment of Children Act;
- . Prince Edward Island's new Human Rights Code;
- . New labour standards ordinances for both the Yukon and Northwest Territories.

Current minimum standards of wages and working conditions across Canada are specified in chapters entitled: statutory school-leaving age, minimum age for employment, minimum wages, equal pay, hours of work,

weekly rest-days, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection, workmen's compensation, labour standards in the Yukon and Northwest Territories.

All members of the labour force come under either federal or provincial (including territorial) jurisdiction and some of the different standards prevailing in each jurisdiction are summarized in 12 charts.

At \$1.30 per hour, Ontario has the highest minimum wage for experienced factory workers. Newfoundland increased its minimum wage to \$1.10 for men and 85 cents for women, per hour.

Benefits under workmen's compensation acts were increased in six provinces.

Details of these and other new and revised standards are to be found in the booklet.

Labour Standards in Canada was prepared by Miss Evelyn Woolner, Chief of the Legislative Research Division of the Legislation Branch of the Canada Department of Labour, and published by the Queen's Printer.

92 pages. Catalogue # L2-7/1968. 75 cents.

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August 29, 1969

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IMMEDIATE RELEASE

Labour Costs in Manufacturing, 1968
(Preliminary Statement)

OTTAWA....The second survey of labour costs, which related to the calendar year 1968, was conducted early in 1969. As in the case of the 1967 survey, this survey covered a sample of manufacturers with 20 or more employees in any one month. The survey was designed to produce estimates of selected labour costs by major industry groups for salaried employees and wage earners. The Labour Costs Survey is conducted jointly by the Dominion Bureau of Statistics and the Canada Department of Labour.

According to preliminary results from this survey, employers in manufacturing paid an average of \$1,263 per employee as supplemental pay in 1968. This amount represented 18.4% of the total of the labour cost items selected for study, which averaged \$6,873 per employee in 1968. Supplemental pay represents the total of employer expenditures covered in excess of basic or straight time pay for in-plant time. A total of \$341 per employee was paid by employers into private benefit plans or funds. Vacation pay at \$298 per employee was the largest single cost item.

Preliminary Estimates of Selected Labour Costs in dollars per employee and as
a percentage of gross payroll, Manufacturing, Canada, 1968(1)

Type of Expenditure	All Employees		Salaried Employees		Wage- Earners	
	\$	%	\$	%	\$	%
Basic or straight time pay for in-plant time(2).....	5,610	88.3	7,278	88.8	4,901	88.0
Other direct payments to employees						
Overtime and holiday work premiums.	109	1.7	42	0.5	138	2.5
Shift work premium pay.....	31	0.5	6	0.1	42	0.8
Other premium pay.....	6	0.1	1	—	8	0.1
Paid holidays.....	189	3.0	254	3.1	162	2.9
Vacation pay.....	298	4.7	394	4.8	257	4.6
Paid sick leave.....	22	0.3	35	0.4	16	0.3
Other paid absence.....	3	—	4	—	2	—
Miscellaneous direct payments(3)...	87	1.4	181	2.2	47	0.9
Total..... (a)	744	11.7	915	11.2	672	12.0
Total direct payments (gross payroll).....	6,354	100.0	8,193	100.0	5,573	100.0
Payments required by law(4)						
Workmen's Compensation.....	58	0.9	55	0.7	59	1.1
Unemployment Insurance.....	46	0.7	32	0.4	52	0.9
Canada/Quebec Pension Plan.....	74	1.2	80	1.0	72	1.3
Total.....(a)	178	2.8	167	2.0	183	3.3
Payments to benefit plans(a)						
Pension plans.....	180	2.8	285	3.5	136	2.4
Life and Health Insurance.....	153	2.4	172	2.1	145	2.6
Other plans.....	8	0.1	12	0.1	7	0.1
Total.....(a)	341	5.4	469	5.7	288	5.2
Supplement Pay (the sum of the three totals "(a)").	1,263	19.9	1,551	18.9	1,143	20.5
Total selected labour costs.....	6,873	108.2	8,829	107.8	6,044	108.4

(For Notes, see next page)

Notes

1. These estimates relate to all establishments whether or not they reported expenditures for specific items.
2. In-plant time is the total time an employee spends at work and includes rest periods, wash up time, etc. Basic pay includes production bonuses and similar payments.
3. Severance pay, Christmas and similar non-production bonuses, taxable allowances, etc.
4. Contributions deducted from employees' pay for shared cost programmes are excluded.

N.B. Because of rounding, sums of individual items may not equal totals.

Additional labour cost statistics will be available in the near future. For further information please communicate with:

Employment Section,
Labour Cost Statistics,
Labour Division,
Dominion Bureau of Statistics.

OR

Surveys Division,
Economics and Research Branch,
Canada Department of Labour.

CAIR 021

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IMMEDIATE RELEASE

LABOUR DAY MESSAGE

OTTAWA....Labour Day, 1969, comes at an exciting time in the history of industrial relations in Canada, a time of rapid change and development.

In recent years, the institutions of free collective bargaining have shown new strength and have spread to new areas of the economy, embracing growing numbers of public servants, professional employees and white-collar personnel. In spite of their growing vitality, these same institutions have been encountering new stresses and strains, some caused by the pressures of an expanding economy, others by technological and other forms of change, and still others by a growing recognition of the relationship in a highly integrated modern society between labour-management relations and the public welfare.

It is because of these stresses and strains, that the people directly concerned with industrial relations -- whether they represent trade unions, employers or governments -- are searching for improved ways and means of going about their business.

In the Department of Labour, we are busily engaged in a searching review of the conclusions and recommendations of the Task Force on Labour Relations. Out of that review will come a comprehensive proposal for revision of our industrial relations legislation. We are also reviewing with great care our legislation relating to labour standards and fair employment practices.

Good law can accomplish much but, where labour-management relations are concerned, it cannot be expected to carry too heavy a burden. So much depends on the intelligence and vigour with which the law is applied.

This is why the Department is proceeding with a program designed to strengthen its mediation work and to increase the services it can offer to both labour and management in the interests of improved relations.

Law cannot serve as a substitute for adequate communication between the parties or for an intelligent appreciation of their common areas of interest. In the Department of Labour we are actively concerned with these matters.

We would like to help create an environment in which the principle of tripartite consultation would be applied with increasing effectiveness to a wider spectrum of industrial problems. For it seems to us that, without greater efforts to achieve a common understanding of the nature of our problems, it will be difficult to find satisfactory solutions.

It is for this reason that, as part of our program to celebrate the Fiftieth Anniversary of the International Labour Organization, we are sponsoring in October a National Tripartite Conference. The Conference is being organized by a tripartite planning committee. It will be attended by some 200 individuals who carry heavy responsibilities in labour-management relations -- individuals representing trade unions, employers and the federal and provincial governments.

There will be a number of prominent speakers from other countries, including John Kenneth Galbraith from the United States, Louis Armand from France and Allan Flanders from Britain. I am sure that it will prove to be a valuable conference which will produce a good dialogue, helping us to identify our problems with greater clarity and move more quickly to their solution.

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For the labour movement, for the employers with whom it deals, for the federal and provincial departments of labour, the year ahead should be an exciting one. I sincerely hope that it will also be a productive and satisfying one.

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August 27, 1969

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IMMEDIATE RELEASE

SECOND QUARTER SETTLEMENT STATISTICS

OTTAWA....Wage settlements through April, May and June brought an average annual base rate increase of 7.6 per cent, according to statistics analysed by the Canada Department of Labour.

Settlements in the first quarter of the year resulted in a 7.2 per cent increase.

Contracts covering bargaining units of 500 employees and over, with the exclusion of all in the construction industry, are examined.

There were 123 such settlements in the second quarter, affecting the wage rates of approximately 234,625 employees.

The contracts settled covered periods ranging from one to three years, with 89 becoming effective in 1969. Fifteen contracts were retroactive to 1968, and 19 retroactive to 1967.

Annual average increases for settlements signed during the third and fourth quarters of 1968 were 8.5 per cent and 7.5 per cent respectively.

Thirty of the 1969 second quarter settlements analysed covered 22,275 employees in manufacturing, and provided base rate increases averaging 8.9 per cent. The average increase in the first quarter was 6.9 per cent.

The 93 settlements covering 212,350 employees outside manufacturing provided for an average increase of 7.4 per cent, as against 7.3 per cent in the first quarter.

The impact of the 123 new settlements, when taken in conjunction with the wage provisions of existing contracts, sets the annual base-rate increase at 7.7 per cent, or 17.7 cents an hour for the 12 months ended June 30, 1969.

This compares with the 6.4 per cent or 13.9 cents an hour increase for the twelve months ended June 30, 1968.

Contributing to this total impact is the coming into effect of second and third stage increases in contracts negotiated in 1967 and 1968.

Again the analysis is restricted to those agreements covering bargaining units of 500 workers or more, excluding those in construction. There were 616 such agreements in force as of June 30, 1969, covering approximately 1,267,000 workers. The equivalent analysis last year included 530 agreements and covered approximately 1,000,000 employees.

Analysis By Length Of Agreement And Industry -
Second Quarter 1969

Settlements during the second quarter of one-year duration provided for an average increase of 60 per cent; those of two-year duration for increases of 8.9 per cent and 7.0 per cent for the first and second years respectively; and those of three year duration of 9.3, 6.4 and 6.9 per cent for the first, second, and third years of the contract.

In detail, of 30 agreements covering periods of under 18 months, base rate increases from 5 per cent in 2 contracts with 1,000 employees or 13 cents an hour in 2 contracts covering 1,950 employees to 14 per cent or 45 cents an hour in one agreement covering 900 employees.

Sixty eight contracts for terms of 18 to 29 months provided for total increases in wages over the whole lives of the agreements ranging from 10 per cent in two agreements affecting 2,845 workers to 33 per cent in a contract with 1,100 employees. In cents per hour, the spread over the lives of the contracts was from 18 cents in one contract covering 700 workers to 1.15 in one agreement with 1,100 employees.

Twenty five agreements for terms of 30 months or over provided for wage increases over the period of the contracts ranging from 19 per cent in 4 contracts with 7,300 employees to 37 per cent 2 contracts covering 1,050 employees. In cents per hour, the spread was from 28 cents two agreements

affecting 1,900 workers to 90 cents in one agreement covering 500 employees.

Four of the 123 settlements were in the forestry industry; 1 in fishing, 4 were in the mines, quarries and oil-well industries 30 in manufacturing; 11 in transportation, communication and utilities 5 in trade; 14 in community, business and personal services; 54 in public administration and defence.

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August 22, 1969

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IMMEDIATE RELEASE

ALLAN FLANDERS A KEYNOTE
SPEAKER AT NATIONAL
TRIPARTITE CONFERENCE ON
INDUSTRIAL RELATIONS

OTTAWA....Mr. Allan Flanders, 59, Oxford lecturer,
author and internationally-known authority on
industrial relations will be one of the keynote
speakers at the national tripartite conference
on industrial relations to be held in Ottawa,
October 26-29.

Mr. Flanders is a full-time member of
the British Commission on Industrial Relations; and
for the past five years, a Fellow of Nuffield
College.

Born in Watford, England, he studied
philosophy, political history and economics at
an international college in Germany. In 1950
he obtained his M.A. degree from Oxford.

...2

After having worked as a journalist and a tutor in adult education, he became an engineering draughtsman where he played an active role in the labour movement as a trade unionist.

In 1943, he became research assistant to the Trades Union Congress in Great Britain; in 1946 he joined the British Control Commission for Germany as head of the Political Branch. Mr. Flanders has been a member of the Secretary of State's Colonial Advisory Committee, 1954 to 1962; a member of the Civil Service Arbitration Tribunal and of the National Reference Tribunal for the Coal Mining Industry; and industrial relations advisor to the National Board for Prices and Incomes, 1965 to 1968.

The conference honours the 50th anniversary of the International Labour Organization,

and the tripartite structure, modelled after that of the ILO, brings together the parties principally involved in industrial relations - unions, management and government.

Some 200 delegates will examine such topics as labour standards, Canada's international commitments, industrial relations generally and specifically, including the "public interest" aspect of disputes.

49/69
August 22, 1969

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FOR RELEASE 11:30 A.M.

PRIME MINISTER TO ADDRESS
NATIONAL TRIPARTITE CONFERENCE
OCTOBER 26-69

OTTAWA. . . . Prime Minister Trudeau will address the closing dinner of the National Tripartite Conference on Industrial Relations to be held here on October 29, the Honourable Bryce Mackasey, General Chairman of the Conference, announced to-day.

The three-day conference is being convened to coincide with the celebration of the 50th Anniversary of the International Labour Organization, created by the Treaty of Versailles in 1919, with Canada as a founding member, and now an agency of the United Nations Organization.

Patterned after the ILO tripartite meetings, at which government, workers and employers are represented, the Ottawa conference will mark two "firsts" in the history of labour-management relations in Canada.

For the first time, the three elements in the industrial relations community -- labour, management and government (both federal and provincial) will meet nationally and in open sessions for a study in depth of ways to improve labour-management relationships in Canada.

It will be the first conference on such a scale in this country on the subject of industrial relations, with more than 200 designated participants from the three groups in attendance along with special observers from related disciplines.

Among internationally-known experts participating will be John Kenneth Galbraith of the USA, Louis Armand of France and Allan Flanders of the United Kingdom, who will be keynote speakers during the plenary sessions of the conference.

59/69
October 8, 1969

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FIRST NATIONWIDE LOOK AT INDUSTRIAL RELATIONS

OTTAWA.....Canada both honours and copies the International Labour Organization at her National Tripartite Conference on Industrial Relations here next week.

For the first time, Canada will look at her industrial relations on a nationwide basis in Ottawa, October 26 - 29, bringing together over 200 leaders of labour, management and government drawn from across the country.

The tripartite structure of the conference under the General Chairmanship of the Honourable Bryce Mackasey, federal Minister of Labour, duplicates that of the I. L. O., whose 50th anniversary is being celebrated by its 120 member-states this year.

Three keynote speakers will address the ~~two~~ ^{two} ²⁰⁰ participants in Ottawa's Chateau Laurier Hotel.

Kenneth Galbraith, Warburg professor of economics at Harvard University, speaks on October 27. His subject is: "Labour, Management and the Industrial State".

He will be followed on Tuesday by Louis Armand, a professor on the faculty of France's National School of Administration, and Allan Flanders, a senior lecturer in industrial relations at Oxford University and a member of the recently-formed British Commission on Industrial Relations.

Wednesday will be devoted to reports of study committees and a wind-up banquet to be addressed by Prime Minister Trudeau.

The working papers for the study committees, or "syndicates" have been in preparation throughout the spring and summer.

The paper on labour-management relations and the public interest, in discussing collective bargaining in a free society, first of all tries to arrive at what is the definition of a "free" society.

This takes the discussion right into the nub of the question: What is the "public interest?"

"There is a great deal of disagreement in industrialized democratic countries over the extent, nature and frequency of justifiable outside intervention in collective bargaining, either in the process itself or with the results of the bargaining," says the paper.

And then to the heart of the employer-employee relationship: "However we interpret the public interest, how do we apply it to the right to strike?"

A much more complex matter, says the paper, than the public interest at times of confrontation during bargaining is the public interest in the results of collective bargaining.

"Currently, there is considerable debate over the degree of responsibility, if any, of collective bargaining for...inflation...It is sometimes charged that collective bargaining produces distortions in the wage structure or the pattern of employee benefits...

These charges against collective bargaining are not mentioned here to indicate necessary acceptance of them but to point out that the charges are made."

From another standpoint, a syndicate will be studying "Labour-Management Relations: The Continuing Relationship", and will have for its guidance a working paper devoting considerable time to a discussion of the continuous bargaining process.

Proponents, says the paper, might argue that the technique is directed at some underlying labour-management problems and is intended to reduce the atmosphere of crisis in which many negotiations are conducted.

There would be more time for complex issues to be considered, and continuous dialogue would tend to counteract the build-up of discontents and pressures for change during long-term agreements. Communications would be improved and danger of misunderstandings reduced.

"Opponents of the continuous bargaining proposals could say that such developments might well reduce the advantages of greater stability and predictability which long term agreements introduced. They might reduce the opportunities for hard-pressed managements and union leaderships to think quietly and constructively about the long term implications of their bargaining strategy. ...Finally, it is sometimes suggested that the creation of machinery for dealing with problems may in turn encourage the development of problems to justify the existence of the machinery."

All the papers prepared owe much to the experience recorded over the last 50 years by the ILO, but possibly that for the committee on Labour Standards draws most deeply on this source.

The working party putting the paper together selected 23 I.L.O. Conventions considered to be most relevant to labour standards in Canada to determine the extent to which Canadian legal standards comply with international standards.

The Conventions chosen are concerned with the basic human rights of workers to organize and bargain collectively; with discrimination; problems of unemployment and vocational training; labour inspection; general conditions of employment such as wages, hours of work, weekly rest, holidays with pay, employment of children and young persons; employment of women; industrial safety and labour inspection; social security; conditions of work of seafarers and fishermen; indigenous and tribal populations.

In North America, minimum standards have focused primarily on wages, hours of work, holidays, safety, vacations with pay and elimination of child labour.

The paper suggests that the syndicate may, however, in the light of the many changes occurring in highly industrialized societies today, take up the question of whether the legislative instrument of minimum standards can or should be broadened so that

they reflect socially desirable employment practices such as maternity leave, termination of employment including advance notice, and equal pay for equal work.

Given the need for minimum standards, should they be implemented on a universal basis, or is there some justification, especially in a country like Canada, for implementing them on an industrial and/or regional basis?

"A related question is whether Canada, so dependent upon foreign trade and a large inflow of capital, can effectively pursue minimum standards which differ substantially from those prevailing in the United States, and to some extent Western Europe, even though such standards are considered to be of social importance to Canada and Canadians?"

In regulating hours of work, for example, should governments provide an absolute ceiling on the number of hours worked, or should it merely provide penalty rates for overtime?

The study paper on labour-management relations and the larger responsibility states: "A conference in honour of the 50th anniversary of the International Labour Organization provides a timely opportunity to review the programs of that Organization aimed at helping developing countries. The fact that the conference is tripartite provides an opportunity...to consider the significance of these programs in the context of Canada's own aid activities, both public and private".

Bilateral programs -- where aid is provided directly by one government to another -- are by far the largest financially, official and private flows together exceeding \$11 billion. Disbursements through multilateral programs were considerably smaller, totally about \$1½ billion in 1967.

Canada's economic assistance program has grown to a total allocation of \$338,100,000, exclusive of loans advanced by the Export Credits Corporation to developing countries.

The lessons of the past 20 years are being reviewed: Have we clearer ideas today on how to achieve success in programs of economic and social development? Have we a better idea of the resources needed and how to apply them? Have we ground for optimism that we can progress at a more rapid rate?

In August last year, Lester Pearson accepted an invitation from the president of the World Bank to form a commission to study such problems. The Pearson Commission expects to complete its work this month.

Against the general background, of the Pearson commission of the World Bank and its study of international aid programs, the National Tripartite Conference will consider the roles in the international development effort that might be designated for Canada, the I.L.O. and for labour and management in Canada.

The study committee will have four meetings during October 27 and 28, which will form the basis of the committee chairman's report to be submitted to the final plenary session on October 29.

Chairman of this committee is Mr. J.C. Langley, Assistant Under-Secretary of State for External Affairs. His vice-chairmen are Mr. John Simonds, Canadian Labour Congress, and Mr. R.M. Drennan, Cyanamid of Canada Ltd.

Other committee chairmen are three deputy ministers of labour: Mr. R. Sauvé, Quebec; Mr. T.M. Eberlee, Ontario; and Mr. K.A. Pugh, Alberta.

Their vice-chairmen are: Mr. P.E. Dalpé, Confederation of National Trade Unions; Mr. J.J. Gagnon, Aluminum Company of Canada Ltd.; Mr. W. Ladyman, Canadian Labour Congress; Mr. G.W. Patterson, Union Carbide, Canada Ltd.; Mr. J. Morris, Canadian Labour Congress; and Mr. K. Hallsworth, Ford Motor Company.

Deputy Chairman of the Conference is J.D. Love, federal Deputy Minister of Labour.

Vice-chairmen of the conference are: Mr. L.F. Wills, president, Canadian Manufacturers' Association; Mr. Marcel Pepin, president, Confederation of National Trade Unions; Mr. Donald MacDonald, president, Canadian Labour Congress and Mr. R.P. Riffin, Vice-president, Corporate Relations, Noranda Mines Ltd.

In discussing purposes, Mr. Mackasey has stated: The conference will not seek to draft resolutions or formal conclusions. The basic objective is to provide a forum for discussion by representatives of governments, labour and management of some of the central issues affecting labour-management relations in Canada.

It will be a test of the value of a carefully-prepared tripartite national discussion of major industrial relations issues.

NEWS

~~CAIK-N21~~
Canada
Department
of Labour
Information
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IMMEDIATE RELEASE

GOVERNMENT COULD INTERVENE IN INDUSTRIAL RELATIONS.

OTTAWA.....Unpopular strikes, inflation and the need for better manpower training could lead government into greater involvement in industrial relations.

At the same time Canada could be swinging away from the "rigidities of legal regulation" in labour matters. These were the views expressed by Allan Flanders, noted British industrial relations expert, prior to leaving London for Canada's National Tripartite Conference, on Industrial Relations, scheduled for October 26-29 in Ottawa.

According to Mr. Flanders, Canada and Britain could "converge more and more" towards a common approach to industrial relations matters.

...2

Mr. Flanders, one of the three full-time members of Britain's newly-formed Commission on Industrial Relations, will join John Kenneth Galbraith of the United States, and Louis Armand of France as keynote speakers at the tripartite conference. Leading labour, management and government representatives will be considering four topics of mutual interest during the three-day conference.

Looking at possible government involvement, Mr. Flanders said "the public will demand it when it suffers too much dislocation from stoppages and democratic government will respond to public demand".

He also saw "creeping inflation...a universal problem...whether or not countries favour an incomes policy, governments cannot totally ignore the wage-price spiral".

The increasing need for skilled manpower "at enterprise and national levels" will "inevitably involve government if only as a source of information".

Comparing Canadian and British attitudes in labour matters, Mr. Flanders, who is also an author and educator, noted that British law plays "a very little part in industrial relations whereas in Canada, like the United States, you have a strong legal framework. Britain on the other hand has made more use of social legislation than Canada and unorganized workers probably enjoy greater protection".

"My guess would be that our future paths are likely to converge more and more".

Mr. Flanders thought that "legal restrictions will eventually play a greater part in Britain and that Canada will seek to escape from some of the rigidities which legal regulations at present impose".

But rather than enforced involvement Mr. Flanders would like to see government involvement as voluntary.

"I want that involvement to take the form of inquiry, advice and assistance or legislation that supports rather than supplants voluntary efforts. I do not want to see any undermining of the responsibilities resting on management and labour".

For that reason he sees the national tripartite conference as most important to the Canadian industrial relations scene.

"In this day and age the very speed of technical and social change must make some of our long-standing industrial relations institutions obsolete or in need of reform. When we come to revise them, however, we are unlikely to make enduring progress unless labour, management and government can agree on the main outlines".

NEWS

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IMMEDIATE RELEASE

INVOLVEMENT OF GOVERNMENTS IN LABOUR-MANAGEMENT RELATIONS

OTTAWA...."Whatever the political system, socialization will require governments to intervene increasingly in relations between business management and labour."

It was in these terms that Mr. Louis Armand, keynote speaker at the National Tripartite Conference on Industrial Relations in Ottawa from October 27 to 29, described, during an interview shortly before leaving for Canada, the future role of governments in the field of labour-management relations.

In the opinion of this French industrialist, government interventions may vary considerably of one takes into account present ideologies, mental attitudes and, especially, the "degree of confidence among citizens".

For these reasons, he feels that it is possible that France and Canada may go through a different evolution in this field, a difference which "cannot have an effect upon the relations between the two countries".

As for the National Tripartite Conference itself, Mr. Armand considers that "the most important element seems to be the beginning of a dialogue between management and labour, at a favourable time and place - that is, outside a period of crisis". In his opinion, mutual understanding proves to be difficult when things are said in a period of political or social excitement.

"It seems that this meeting in Ottawa is held, on the contrary, under favourable auspices, and the fact that non-Canadians coming from various countries are attending this brainstorming session, clearly reflects an open-mindedness, a

prerequisite for any progress in mutual understanding".

On being asked to express his views on the structure and work of the International Labour Organization, Mr. Armand stated that in his opinion the influence of the ILO should grow steadily since it is part of an increasingly important group of organizations working towards the improvement of international relations and that, moreover, we become oriented to "community creativeness".

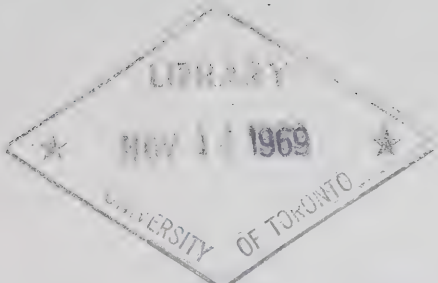
"In other words, "states this professor at the National School of Administration, "it is to be hoped that not only restrictive regulations but also positive initiatives may be considered, decided upon and carried through collectively."

As well as Mr. Armand, the participants at the National Tripartite Conference will hear Allan Flanders and Kenneth Galbraith, of the British Commission on Industrial Relations and Warburg Professor of Economics at Harvard respectively.

NEWS

CAIL N21

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IMMEDIATE RELEASE

THIRD QUARTER SETTLEMENT STATISTICS

OTTAWA....Wage settlements through July, August and September brought an average annual base rate increase of 7.9 per cent, according to statistics analysed by the Canada Department of Labour.

Settlements in the second quarter of the year resulted in a 7.7 per cent increase.

Contracts covering bargaining units of 500 employees and over, with the exclusion of all in the construction industry, are examined.

There were 76 such settlements in the third quarter, affecting the wage rates of approximately 197,385 employees.

Annual average increase for settlements signed during the third quarter of 1968 was 8.5 per cent.

Twenty-five of the 1969 third quarter settlements analysed covered 39,570 employees in

manufacturing, and provided base rate increases averaging 9.3 per cent. The average increase in the second quarter was 8.7 per cent.

The 51 settlements covering 157,815 employees outside manufacturing provided for an average increase of 7.4 per cent, the same as in the second quarter.

The impact of the 76 new settlements, when taken in conjunction with the wage provisions of existing contracts, sets the annual base rate increase at 6.6 per cent, or 15.5 cents an hour, for the 12 months ended September 30, 1969.

This compares with the 6.4 per cent or 14.3 cents an hour increase for the twelve months ended September 30, 1968.

The Consumer Price Index rose 4.5 per cent during the 12-month period ended September 30, 1969, and 3.9 per cent during the

the preceding 12-month period. Deflating the wage increases by the Consumer Price Index increase, the average hourly base rate increased in real terms by 2.0 per cent during the period ended September 30, 1969, and by 2.4 per cent during the period ended a year earlier.

Contributing to these yearly figures is the coming into effect of second and third stage increases in contracts negotiated in 1967 and 1968.

Again the analysis is restricted to those agreements covering bargaining units of 500 workers or more, excluding those in construction. There were 636 such agreements in force as of September 30, 1969, covering approximately 1,370,000 workers. The equivalent analysis last year included 530 agreements and covered approximately 1,000,000 employees.

Analysis By Length
Of Agreement

Settlements during the third quarter of one-year duration provided for an average increase of 9.5 per cent; those of two-year duration for increases of 10.8 per cent and 3.9 per cent for the first and second years respectively; and those of three year duration of 9.1, 6.6 and 7.9 per cent for the first, second, and third years of the contract.

64/69
November 7, 1969

Informational Service

~~CAIK-N2-1~~

IMMEDIATE RELEASE

THIRD QUARTER NEGOTIATIONS

OTTAWA....Of 76 contract negotiations completed through July, August and September, 1969, only 11 went to the strike or lockout stage.

This third-quarter statistic results from a Canada Department of Labour analysis of all collective agreements signed on behalf of bargaining units of 500 or more, excluding construction.

The 76 settlements cover 197,385 employees, of whom 18,885 were involved in the 11 work stoppages.

Fourteen settlements fell within the federal jurisdiction, involving nearly 40,000 workers, 8,200 of whom were involved in three work stoppages.

...2

Twenty-five of the contracts analyzed were settled in direct bargaining. Twenty-two were settled with the assistance of conciliation officers of either the federal or provincial governments. The 47 contracts covered over 95,000 workers.

The stage of settlement for the other negotiations was: Conciliation Board, 4; Post Conciliation Bargaining, 8; Mediation, 1; Post Mediation Bargaining, 1; Arbitration, 4.

Of the 11 work stoppages, two took place in Ontario, two in Quebec, three in British Columbia, one in Alberta, and three involved more than one province.

Copies of the summary of settlements by province, jurisdiction and stage for the third quarter, 1969, are available from the Collective Bargaining Division, Economics and Research Branch, Canada Department of Labour, 340 Laurier Avenue West, Ottawa 4, Ont.

~~CAIK N21~~HOLD FOR RELEASE UNTIL
NOON, EDT DECEMBER 8, 1969COMPANIES SPURN
GIRL GRADUATES

OTTAWA....Women graduates are denied the opportunity of competing, even on their own university campuses, for two-thirds of the jobs for which graduates are recruited.

In a paper entitled, "Highly Qualified Manpower Policies and the Canadian Woman Graduate: What Price Discrimination?", Miss Sylva M. Gelber, Director of the Women's Bureau, Canada Department of Labour referred to recruiting material that showed that many of the biggest firms in Canada refused even to interview woman graduates for 2,204 out of 3,268 vacancies offered.

Speaking at a luncheon meeting of the Beth Tzedec Sisterhood in Toronto, Miss Gelber suggested that industry should re-examine the grounds on which it bases its policy of limiting to male graduates recruitment for executive positions.

She challenged the grounds on which industry justifies this discrimination, mentioning particularly allegations of high turnover rates of women executives as compared to those of men. She discussed the implications for national and international manpower policies of such discriminatory practices in recruitment.

"If society is not yet ready to accept the view that in justice women graduates should have the same career opportunities as their male colleagues, let us at least endeavour to persuade those responsible for the economic well-being of our country that this waste of highly qualified manpower is untenable," she said.

~~CALL N21~~Government
Publication

IMMEDIATE RELEASE

1969 LABOUR ORGANIZATIONS
DIRECTORY

OTTAWA.....The directory, "Labour Organizations in Canada, 1969" recently published by the Canada Department of Labour, lists 18 unions with memberships of 30,000 or more. These unions accounted for 52 per cent of the 2,075,000 union members in Canada. In 1968 there were 14 unions in this size category and in 1965 there were 10.

Both the Canadian Labour Congress and the Confederation of National Trade Unions have been encouraging mergers among their respective affiliates; in addition, membership in general has grown.

The total number of union members throughout Canada represents a 65,000, or 3.2 per cent, increase over 1968.

This, the directory says, results from the natural growth of existing unions and the inclusion of new unions of government employees, mainly provincial.

Of the 101 international unions listed in the directory, 85 were affiliated with both the CLC and the AFL-CIO, four with the CLC, five with the AFL-CIO, and seven were independent.

Membership of international unions comprises 65.0 per cent of the 1969 total. In 1968, it was 66.9 per cent.

In 1969, total union membership in Canada represented 26.3 per cent of the total national labour force and 32.5 per cent of non agricultural paid workers. These percentages are slightly lower than in 1968, when they were 26.6 and 33.1 per cent respectively.

4/70
February 17, 1970

~~CONFIDENTIAL~~ **CAIL-N21**

Document
Publication

IMMEDIATE RELEASE

1969 WAGE SETTLEMENT
STATISTICS (PRELIMINARY
DATA, SUBJECT TO REVISION)

OTTAWA....Wage settlements in 1969 provided an average annual base rate increase of 7.9 per cent, according to statistics analysed by the Canada Department of Labour.

Settlements in 1968 resulted in an 8.0 per cent increase.

Contracts covering bargaining units of 500 employees or more, excluding all in the construction industry, are examined.

There were 65 settlements in the fourth quarter of 1969, but wage information was available for only 61 contracts, covering approximately 197,460 employees. The 61 contracts provided a fourth-quarter average annual base rate increase of 8.8 per cent.

Annual increase for settlements signed during the fourth quarter of 1968 was 7.5 per cent.

Settlements during the fourth quarter 1969 of one-year duration provided for increases averaging 10.7 per cent; those of two-year duration for increases of 10.2 per cent and 6.3 per cent for the first and second years respectively; and those of three-year duration of 11.9, 6.6 and 3.9 per cent for the first, second, and third years of the contract.

Nineteen of the fourth-quarter settlements analysed covered 36,045 employees in manufacturing, and provided base rate increases averaging 10.0 per cent. The average increase in the third quarter was 9.3 per cent.

The 42 settlements covering 161,415 employees outside manufacturing provided an average increase of 8.5 per cent. The average increase in the third quarter was 7.6 per cent.

The consumer price index rose 4.6 per cent during 1969, and 4.1 during 1968. Deflating the wage increases by the consumer price index increases, the average hourly base rate increased in real terms by 3.2 per cent during 1969, against 3.8 in 1968.

The Labour Department's analysis is restricted to those agreements covering bargaining units of 500 workers or more, excluding those in construction. There were 661 such agreements in force as of December 31, 1969, covering approximately 1,431,000 workers.

There were 341 such contracts settled during 1969, but wage information for four was not available. The remaining 337 settlements provided the annual average increase in the straight-time hourly base rate equal to 7.9 per cent over the lives of the contracts, and covered some 775,600 workers.

Settlements during the year 1969 of one-year duration provided for increases averaging 8.0 per cent; those of two-year duration for increases of 9.4 per cent and 5.8 for the first and second years respectively; and those of three-year duration of 10.8, 6.4 and 5.2 per cent for the first, second and third years of the contract. This compares to the year 1968 as follows: one-year agreements, average increase of 7.3 per cent; two-year agreements, average increases of 8.4 and 6.2 per cent; and three-year agreements provided for average increases of 12.0, 7.5 and 5.1 for the first, second and third years of the contract.

Eleven of the 65 settlements in the fourth quarter of 1969 were in the federal jurisdiction. Seven in the federal and 14 in the provincial jurisdiction were settled in direct bargaining. All others were settled at some stage prior to a work stoppage occurring, except 13 in the provincial jurisdiction.

5/70
February 20, 1970

~~CALL N21~~

IMMEDIATE RELEASE

WOMEN'S BUREAU DIRECTOR
ON U.N. COMMISSION

OTTAWA....Miss Sylva M. Gelber, Director of the Women's Bureau, Canada Department of Labour, has been appointed Canada's representative on the United Nations Commission on the Status of Women.

The Commission will be holding its 23rd session in Geneva from March 23 to April 10, 1970. Canada has been elected to hold a seat on the body for the next three years.

In 1946 the UN's Economic and Social Council established the commission, which makes recommendations to promote women's rights and develops proposals giving effect to the principle that men and women should enjoy equal rights.

The Commission consists of 32 members who are elected on a regional basis as follows: eight representing Africa; six Asia; six Latin America; four Socialist States or Eastern Europe;

and eight Western Europe and others. Canada and the United States are both included with the Western European countries.

Miss Gelber is a former chairman of the Women's Branch of the Institute of International Affairs. For the past two years, she has been advisor to Canada's Government delegation to the International Labour Conference in Geneva. Miss Gelber is also a member of the ILO's Panel of Consultants on the Problems of Women Workers.

Her appointment to the Commission on the Status on Women marks the second occasion Canada has been elected a member of this body. The first term was 1958 through 1960.

8/70
March 20, 1970

~~CONFIDENTIAL~~

IMMEDIATE RELEASE

WAGES IN CANADA AND THE UNITED
STATES: AN ANALYTICAL COMPARISON

OTTAWA....The percentage difference between real Canadian and United States income per person has declined slightly through the postwar years, that is, after allowance has been made for price increases in both countries. Whereas in the immediate postwar years the U.S. figure was 35 to 40 per cent higher than the Canadian, the difference in recent years is closer to 30 per cent.

In domestic dollars, U.S. labour income has generally exceeded its Canadian counterpart by 25 to 30 per cent. However, in the manufacturing field, this differential has narrowed.

Comparing hourly wages for 15 groups of manufacturing industries for the years 1949 and 1965, two notable features emerge: in no instance was there an increase in the U.S. margin over the comparable Canadian wage; and there was a wide variation, from one manufacturing industry to another, in the extent to which the gap was closed.

These are some of the main findings of a recently released study produced by the Canada Department of Labour entitled Wages in Canada And The United States: An Analytical Comparison, Occasional Paper Number 6.

The analysis begins with a comparison of national income and its components in the two countries and goes on to compare Canadian and U.S. growth and the distribution of national income by factor shares.

The study then compares labour income in domestic and constant dollars, proceeding from the general to the particular and including postwar trends and the recent situation. An appendix to this section deals with revised Canadian statistical concepts and classifications and how they affect the differential.

Section Three contains a comparison of wage patterns and behaviour in the manufacturing industries, with analysis of wage differentials both weighted and unweighted by employment. The study ends with a comparison by region and by city.

The principal author is Allan A. Porter,
Chief of the Wages Research Division of the Economics
and Research Branch.

The publication may be obtained from
branches of the Queen's Printer, Catalogue #L2-26/6,
at \$1.75 a copy.

9/70
April 9, 1970

~~CAIR N21~~

Government
Publications

IMMEDIATE RELEASE

OTTAWA....A survey of three million Canadians shows that the great majority of office workers have a shorter work week than non-office workers.

According to figures in a recent publication of the Canada Department of Labour, Working Conditions in Canadian Industry 1968, the greatest percentage (42 per cent) of office workers spend $37\frac{1}{2}$ hours a week at their desks whereas an even greater majority of non-office workers (71 per cent) has a 40-hour week.

Similarly the average desk-bound Canadian spends seven and a half hours or less of the day at work whereas the non-office worker does an eight hour stint.

The statistics, gathered by the department's Economics and Research Branch, cover working conditions of just over 44,000 establishments as of April 1, 1968.

...2

Most of the establishments who reported to the Department have 20 or more employees although there are a few industries, such as retail trade, real estate, finance and branches of multi-establishments firms which send in reports if they have eight or more workers.

But although the office workers have a shorter work week, not as great a percentage is covered by collective agreements. Of the nearly 1,202,000 office employees in the survey, only 15 per cent were covered by an agreement, whereas 59 per cent of the 2,247,000 non-office workers were protected.

The annual survey regularly covers hours of work, paid vacations and statutory and public paid holidays as well as the number of workers under collective agreements. Other aspects of working conditions are surveyed at less frequent intervals and are chosen in consultation with federal and provincial agencies. The 1968 survey also reports

on the number of employees covered by private pension plans, and who have eating facilities at their place of work, paid sick leave, weekly income insurance, health benefit plans, and industrial medical services.

According to the statistics maternity leave (42 per cent), cafeteria facilities (43 per cent) and paid sick leave (31 per cent) were available only to a minority of non-office workers. Office workers fared only marginally better in these three categories: 52 per cent had cafeteria facilities, 51 per cent worked in establishments where maternity leave was available and 62 per cent could get paid sick leave.

However the majority of both categories or worker had private pension and health benefit coverage and also could call on industrial medical services if they were injured or fell ill on the job.

Working Conditions in Canadian Industry 1968 is available from the Queen's Printer at \$2.00 a copy.

~~CATL-1021~~

IMMEDIATE RELEASE

Government
of Canada

OTTAWA....New computer facilities in the Canada Department of Labour will allow it to produce more detailed and up to date tabular information as well as giving researchers more time in which to conduct in depth analyses of of major trends in collective bargaining agreements.

"Provisions in Major Collective Agreements in Canadian Manufacturing Industries 1969", is the first of the Department's new tabular series by industry. It is hoped that there will be several each year. The selection of provisions is made as a result of consultations between the Department and representatives of labour and management and should be useful in future bargaining situations.

Most of the items in the current study, which covers 85 provisions from 301 collective agreements, concern wages and fringe benefits. A total of 414,784 workers in bargaining units of 500 or more members are covered in the study.

Other provisions deal with seniority, grievance and arbitration, checkoff and technological change.

The study shows that 27 per cent of the agreements had clauses obliging the employer to give prior notice of intent to introduce new production methods and to discuss these with the parties concerned.

Twenty per cent of the agreements had cost-of-living escalator clauses.

"This study and the ones which follows will enable us to select the important trends and analyse them in much more detail," said Dan Rosenbloom, chief of the department's collective bargaining division. "The technological change provisions, for instance, are obviously important and they will come under closer study."

For the past three years the Department has issued an across-the-board study of Canadian industry, excluding only railway and construction employees. The bargaining units covered 1,000 employees and upwards.

IMMEDIATE RELEASE

OTTAWA.....A valuable reference work for persons with a special interest in industrial relations in Canada was recently published by the Canada Department of Labour's Legislation Branch. Entitled "Labour Relations Legislation in Canada", the book is a comparative study of the federal and provincial labour relations Acts as they existed at the end of 1968.

The first part of the book outlines the way in which trade unions secure exclusive bargaining rights. The second section discusses the positive statements of the rights of employees to freely associate in organizations of their choice and then goes on to look at unfair labour practices.

...2

The third part of the study concerns the current provisions for achieving the historical objectives of labour relations legislation -- the settlement of industrial disputes. The final chapter describes the requirements for final settlement through arbitration of disputes arising during the term of the agreement.

The book, which costs \$3.50, can be purchased from the Queen's Printer, Catalogue number is L34-2069.

The Legislation Branch also makes available information on legislative changes on an annual basis. A supplement covering changes in labour relations legislation in 1969 may be obtained free of charge from the Publications Division of the Department.

~~CAIR-1121~~

IMMEDIATE RELEASE

OTTAWA.....The Canada Department of Labour has recently published a supplement to update its publication "Workmen's Compensation in Canada". The supplement, entitled "Changes in Workmen's Compensation Laws in Canada, 1969", is available free of charge from the Publications Division of the Department. Prepared by the Legislation Branch, which was responsible for the main publication, the supplement provides information on increases in benefits, extended coverage and administrative changes introduced during the year. Developments in 1969 included a provision in the Québec Act tying compensation benefits to the cost of living. Also included are revised tables, showing the benefits and allowances payable under the workmen's compensation laws of all provincial jurisdictions at the end of 1969.

- 30 -

13/70
May 12, 1970

~~CALL 1-821~~

IMMEDIATE RELEASE

RECENT CHANGES IN LABOUR LEGISLATION

OTTAWA....Recent changes in human rights, annual vacations and minimum wage legislation in federal and provincial jurisdictions are highlighted in Labour Standards in Canada - December 1969, published by the Canada Department of Labour. The book reviews all the principal changes made during the year in laws and regulations in the labour standards field.

Among 1969 changes were:

- . Newfoundland's adoption of a Human Rights Code, a Weekly Day of Rest Act, an Annual Vacations with Pay Act and an Act requiring employers and employees to give notice of termination of employment;
- . Strengthening of human rights and equal pay legislation in British Columbia and Nova Scotia;
- . Increased minimum wage rates in seven provinces;
- . Inclusion of a provision in the Québec Workmen's Compensation Act tying compensation benefits to the cost of living.

The publication, which is issued annually, sets out the minimum standards established by federal and provincial labour laws with respect to compulsory school attendance, minimum age for employment, minimum wages, equal pay for equal work, hours of work, overtime pay, weekly rest-day, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection and workmen's compensation. Standards set by labour Ordinances of the Yukon Territory and the Northwest Territories are included.

Besides containing concise information on the substance and effect of labour laws in a wide field, the book provides a ready comparison of the legislative standards in effect in all Canadian jurisdictions.

Labour Standards in Canada was prepared by Miss Evelyn Woolner, Chief of the Legislative Research Division of the Legislation Branch of

the Canada Department of Labour, and published by
the Queen's Printer. 98 pages. Catalogue No.
L2-7/1969. 75 cents.

16/70
May 21, 1970

~~CAIL N21~~

IMMEDIATE RELEASE

WILFRED JENKS APPOINTED ILO DIRECTOR GENERAL

OTTAWA....Wilfred Jenks of Britain has been appointed Director General of the International Labour Organization by its Governing Body for a five-year term beginning June 1. Mr. Jenks succeeds David A. Morse, whose resignation after 21 years as Director General takes effect on May 31.

Mr. Jenks' ILO career spans nearly forty years of the Organization's half-century existence. Entering the ILO service in 1931 as legal officer, Mr. Jenks served successively as legal advisor, assistant director general, deputy director general and, since 1967, as principal deputy director general.

He was a member of the ILO delegation to the San Francisco Conference that in 1945 established the United Nations. Subsequently he was advisor to the delegation that concluded the agreement

associating the ILO with the United Nations in 1946. Since that time, Mr. Jenks has been continuously involved in developing working relationships among organizations of the United Nations system and between the ILO and the world's major regional organizations.

Mr. Jenks is the author or editor of a dozen books on international law, including "The Common Law of Mankind", "A New World of Law" and "The World Beyond the Charter".

Mr. Jenks was born in England in 1909 and grew up in Orrel Park, Liverpool. He was educated at Cambridge University, from which he holds a Doctor of Laws degree, and at the Geneva School of International Studies. He is married and has two sons.

17/70
May 21, 1970

IMMEDIATE RELEASE

WOMEN AT WORK
AND AT HOME

OTTAWA....."Women's Bureau '69" is a new Canada Department of Labour publication which examines some of the challenges and prejudices facing Canadian women today in the midst of a rapidly-changing social and economic environment.

This publication is a compilation of three major papers given last year by Sylva M. Gelber, director of the department's Women's Bureau.

In "The Role of Women" Miss Gelber takes a comprehensive look at the position of women in relation to political, educational, social and economic developments during this century, then looks at the challenges facing them today and tomorrow.

With regard to existing discrimination in employment, particularly in relation to university graduates, Miss Gelber notes in "What Price Discrimination", that some of the largest firms in Canada refused even to interview women for 2,024 out of 3,268 positions

- 2 -

that were offered on the university campuses last year. She challenges the grounds on which industry justifies such discrimination, pointing out that the economic well-being of Canada depends on the proper utilization of all its skilled manpower.

As far as unpaid domestic services in the home are concerned, Miss Gelber, in "Household Services - The Orphan in Economic Reckoning", suggests that a value be attributed to such services and included in the total cost of services that, together with the cost of goods, make up the gross national product.

"Women's Bureau '69" is available without charge in English and French from the Canada Department of Labour, Ottawa.

- 30 -

21/70
June 10, 1970

~~CALL-N21~~

Gouvernement
Publications

IMMEDIATE RELEASE

SOME FACTS ABOUT WORKING MOTHERS AND THEIR CHILD- CARE ARRANGEMENTS

OTTAWA.....In Canada more than one million children under 14 years of age have mothers who work, according to a study entitled "Working Mothers and Their Child-Care Arrangements," just released by the Women's Bureau, Canada Department of Labour.

The results of a survey carried out to elicit information on the title subject reveal the following facts:

- . One in five mothers is working for pay or profit;
- . Working mothers number 540,000 and have 1,075,000 children aged under 14, an average of two such children per mother;
- . Working mothers comprise nearly a quarter (24%) of the female labour force;
- . One-half of working mothers have children under six years of age;

- . Three-quarters of working mothers have one or two children;
- . A greater proportion of mothers with all children in school are working (28%), than mothers with pre-schoolers (17%);
- . A majority of working mothers (63%) work 35 or more hours a week;
- . A sizeable minority of working mothers work part-time: 27% work less than 25 hours, and 36% less than 35 hours a week;
- . Median weekly earnings of working mothers are \$50;
- . Median combined annual income of working mothers and husbands (where present) is \$7,032;
- . A majority of working mothers (63%) are in clerical, sales and service occupations;
- . A majority of children under 14 of working mothers (65%) are aged 6 to 13, the age of school attendance;
- . Of children aged under six of working mothers, over half (56%) are cared for in their own home;
- . There are no regular care-arrangements for 1 in 10 children of working mothers;
- . A third of children cared for in their own home are cared for by their father;
- . A majority of children (73%) are in a care situation for which the mother presumably does not pay, and a majority of mothers (69%) do not pay for their child care;

- . More children aged under six are in paid-care situations (41%), than children aged 6 to 13 (18%);
- . More working-mother families earning \$10,000 and over pay for their child care (37%), than families earning under \$3,000 (16%);
- . Nearly all mothers whose children are aged 6 to 13 (89%) do not pay for their child care;
- . The amount paid for child care increases with the mother's earnings.

The study "Working Mothers and Their Child-Care Arrangements," initiated by the Women's Bureau, was jointly undertaken with the Departments of National Health and Welfare and Manpower and Immigration, and the Dominion Bureau of Statistics. It was prepared by Mrs. Eileen Sufrin, Economics and Research Branch, and Mr. George Cook, Women's Bureau, Canada Department of Labour.

~~CALL N21~~

Government
Publications

IMMEDIATE RELEASE

OTTAWA.....Labour Minister Bryce Mackasey has announced the award of 14 grants, totalling \$36,500, under the 1970-71 Department of Labour-University Research Program.

Main purpose of the grants is to encourage and facilitate research on the social, industrial relations and economic aspects of labour including research on wages, income, productivity, collective bargaining, labour law and labour history.

Grants are awarded on the recommendation of a joint Department of Labour-University Research advisory committee consisting of senior representatives from the universities and from federal government departments.

Attached is a list of the grantees, their universities of their research project and the value of each grant.

GRANTS AWARDED

<u>Name</u>	<u>Title of Project</u>	<u>Amount Granted</u>
BLAIS, Gilles Université de Sherbrooke	"Collective negotiation for teachers: A comparative study in Canada"	\$ 2,500
DOWNIE, Brian M. Queen's University	"Wage determination in the Ontario secondary school system"	3,000
CHRISTIE, Innis M. Queen's University	"A comparative study of the Canadian and American federal systems in operation in the field of industrial conflict"	3,500
KUMAR, Pradeep Queen's University	"Manpower shifts and their impact on inter-industry wage structure in Canada, 1946-1968"	2,000
SALEH, Shoukry D. University of Waterloo	"Development of Job Attitude Scale"	3,000
CARTER, Donald D. Queen's University	"A legal study of management unfair labour practices"	3,000
DELLA VALLE, P.A. GREENE, R. University of Windsor	"Wage determination in Canada: A regional approach"	2,500
BELYEA, Edwin S.W. University of British Columbia	"Need-satisfaction of workers on and off the job, as predicted by Maslow's need-hierarchy theory of motivation"	2,000
CAREW, Robert J. Queen's University	"An inquiry into the tripartite arbitration board in Ontario"	1,000
COLLI, Terry R. University of British Columbia	"A look at the inter-industry wage structure in British Columbia 1949-1966"	1,000
WORTHINGTON, Alan G. Trent University	"Multi-dimensional scaling of employee/management attitudes"	2,500
TREMBLAY, L.M. D'AOUST, C. ROBACK, L. Université de Montréal	"Analyse historico-biographique du syndicalisme québécois depuis 1939"	5,000

- 3 -

GOLDENBERG, S. McGill University	"Collective bargaining in the Public Service sector in Québec"	\$ 3,500
MURRAY, Victor V. York University	"An examination of grievance procedures below the level of the company in the United Kingdom"	2,000

- 30 -

24/70
June 25, 1970

Information services
III

~~CONFIDENTIAL~~

IMMEDIATE RELEASE

SECOND QUARTER SETTLEMENT
STATISTICS (1970)
PRELIMINARY DATA, SUBJECT
TO REVISION

OTTAWA....Wage settlements through April, May and June brought an average annual base rate increase of 8.5 per cent, according to statistics analysed by the Canada Department of Labour.

Settlements in the first quarter of the year resulted in a 9.4 per cent increase, revised from 9.1 per cent based on preliminary data.

Contracts covering bargaining units of 500 employees and over, with the exclusion of all in the construction industry, are examined.

There were 99 settlements examined in the second quarter, affecting the wage rates of approximately 152,165 employees.

Annual average increase for settlements signed during the second quarter of 1969 was 7.7 per cent.

The impact of the 99 new settlements, when taken in conjunction with the wage provisions of existing contracts, sets the annual base rate increase at 7.7 per cent, or 19.2 cents an hour, for the 12 months ended June 30, 1970.

This compares with the 7.3 per cent or 16.8 cents an hour increase for the twelve months ended June 30, 1969.

The Consumer Price Index rose 3.2 per cent during the 12-month period ended June 30, 1970, and 5.2 per cent during the preceding 12-month period. Deflating the wage increases by the Consumer Price Index increase, the average hourly base rate increased in real terms by 4.4 per cent during the period ended June 30, 1970, and by 2.0 per cent during the period ended a year earlier.

Contributing to these yearly figures is the coming into effect of deferred increases in contracts negotiated in prior years.

Again the analysis is restricted to those agreements covering bargaining units of 500 workers or more, excluding those in construction. There were 672 such agreements in force as of June 30, 1970, covering approximately 1,463,000 workers. The equivalent analysis last year included 616 agreements and covered approximately 1,267,000 employees.

Analysis By Length
Of Agreement

Settlements during the second quarter of 1970 of one-year duration provided for an average increase of 11.9 per cent; those of two-year duration for increases of 9.7 per cent and 6.8 per cent for the first and second years respectively; and those of three-year duration of 9.5, 6.1 and 5.1 per cent for the first, second, and third years of the contract.

27/70
July 30, 1970

CAIL-N21

IMMEDIATE RELEASE

Government
Publications

A NEW LOOK AT INDUSTRIAL SAFETY

OTTAWA.....Industrial accidents are the responsibility of everybody -- and there is no such thing as "an irreducible minimum" of accidents, according to a new occupational safety manual now released by the Canada Department of Labour.

"Where safety and health are concerned, every man is both his own and his brother's keeper", the manual, "Planning for Safety", states.

"All, from the head of an enterprise to the most junior employee, share responsibility for the prevention of occupational accidents and work-induced diseases".

The first Canadian publication of its type, "Planning for Safety", was prepared by the Accident Prevention and Compensation Branch of the Department. It is part of a program to promote employment safety among the more than 750,000 workers in industries within federal jurisdiction.

The manual is intended as a guide to those responsible for developing and maintaining accident prevention programs under the Canada Labour (Safety) Code, but it should also be of use to everyone concerned with employment safety.

The manual is in seven sections. After an introduction dealing with policy, responsibility and execution, it provides guidance on accident causes and investigation, education and training, interpretation of statistics and the establishment and operation of safety committees.

Sample copies of "Planning for Safety" are available from the Canada Department of Labour, Ottawa 4, Ontario. Bulk supplies may be obtained from the Queen's Printer, Ottawa, and from Canadian Government bookshops.

~~CALL 1-821~~

IMMEDIATE RELEASE

REVISED PUBLICATIONS
WOMEN'S BUREAU

OTTAWA....The Women's Bureau of the Canada Department of Labour has just released a new publication entitled "Facts and Figures: Women in the Labour Force 1969" which reflects the changing role of women in society.

Data contained in the publication shows that 35.2 per cent of Canadian women were in the labour force in 1969 compared with 26.7 per cent in 1959. During 1969, of the total labour force, 32.2 per cent consisted of women, compared with 25.7 per cent in 1959.

While the general population of women increased by 26.9 per cent from 1959 to 1969, the population of employed women during that decade increased by 66.4 per cent. In the same period, the male population increased by 25.4 per cent, and the population of employed men increased by 20.8 per cent.

Women comprised 69.8 per cent of all those employed in clerical occupations, and 59.8 per cent of those employed in service and recreation occupations.

Only slightly more than one-third (35.6 per cent) of women in the labour force were single in 1969; the others were either married, widowed, separated or divorced.

Most of the data in the new publication has been assembled from Dominion Bureau of Statistics sources. It is available in English and French, without charge, from the Women's Bureau, Canada Department of Labour, Ottawa.

~~CAIL-N21~~

IMMEDIATE RELEASE

Government
Print

THIRD QUARTER SETTLEMENT
STATISTICS (1970)
PRELIMINARY DATA, SUBJECT
TO REVISION

Oct 30/70

OTTAWA....Wage settlements during July, August and September indicated an average annual increase in base rates of 9.5 per cent, according to information released today by the Canada Department of Labour.

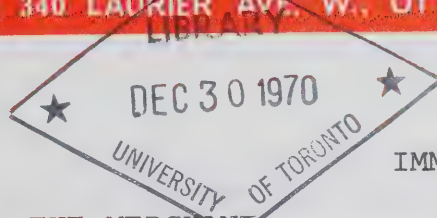
The settlements analysed cover bargaining units of 500 employees or more with the exclusion of the construction industry. There were 72 such settlements reached during the third quarter of 1970, affecting the wage rates of 136,910 workers.

The impact of the 72 new settlements, when taken in conjunction with the wage provisions of the 612 existing contracts covering 500 employees or more, produces an annual base rate increase of 7.4 per cent, or 18.7 cents an hour for the 12 months ended September 30, 1970. This compares with the 6.3 per cent, or 15.0 cents an hour increase for the 12 months ended September 30, 1969.

Settlements in the first quarter of the year resulted in a 9.4 per cent increase in base rates, and those in the second quarter an 8.6 per cent increase.

Of the third-quarter settlements, those of one-year duration provided increases averaging 9.8 per cent; those of the two years averaged 11.0 per cent the first year and 8.3 per cent the second year; those of three years 9.3, 7.7 and 6.5 per cent for the first, second and third year of the contract.

35/70
October 30, 1970



CALK-N21

GOVERNMENT
Publications

IMMEDIATE RELEASE

AN ACT TO AMEND THE MERCHANT
SEAMEN COMPENSATION ACT

OTTAWA....The Minister of Labour, the Honourable Bryce Mackasey, announced today that the Merchant Seamen Compensation Act has been amended to provide increased workmen's compensation benefits to merchant seamen and their dependants, effective January 1, 1971.

The amendments will increase allowances to widows, dependent children and orphans, and will increase the amount of compensation payable for funeral expenses of fatally injured merchant seamen.

Monthly allowances for widows are being increased to \$100 from \$75; for each dependent child to \$35 from \$25, and for an orphaned child to \$45 from \$35.

Funeral expenses for seamen will go up to \$400, an increase of \$100 and for temporary disability the minimum compensation has been increased to \$35 per week from \$25.

The maximum annual earnings for the purpose of computing compensation will be increased to \$6,000 from \$5,000. Another provision will recognize disabilities that may arise out of and in the course of employment, in addition to those caused by accident.

The Merchant Seamen Compensation Act, administered by the Merchant Seamen Compensation Board, was passed in 1946 and last revised in 1965. The seamen covered by the Act are those who are not entitled to similar coverage under any of the other workmen's Compensation Acts.

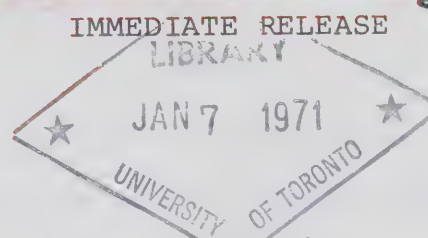
The new amendment will bring the scales of benefits to a level comparable to those prevailing in the Atlantic Provinces.

In future, monetary benefits under the Merchant Seamen Compensation Act may be adjusted by order-in-council, so they can be maintained at levels comparable with benefits under Workmen's Compensation laws of the Atlantic Provinces.

There are now 37 shipping companies employing 2,450 seamen covered by the Act.

~~CONFIDENTIAL~~

LABOUR ORGANIZATIONS IN CANADA, 1970



OTTAWA....A considerable growth of the trade union movement in Canada is shown by a 1970 survey of labour organizations compiled by the Canada Department of Labour.

At the start of 1970, unions active in Canada reported a total membership of 2,173,000, an increase of 4.7 per cent over the 1969 total. Union members comprised 33.6 per cent of non-agricultural paid workers in the country and 27.2 per cent of the total labour force.

More than 1,632,000 workers -- about 75 per cent of the national total -- were in unions affiliated with the Canadian Labour Congress. Of this number, 1,111,000 were in unions affiliated also with the American Federation of Labour and Congress of Industrial Organizations in the United States.

Some 207,000 workers -- about 9.5 per cent of the total -- were in organizations affiliated with the Confederation of National Trade Unions.

The balance, accounting for 15.3 per cent of the total, were in various unaffiliated and independent national and international labour organizations.

In the past five years, the number of union members has grown by one third. About half this increase can be attributed to growth in the public service sector, where collective bargaining to determine pay and conditions of employment has become more prevalent.

Growth in this sector has been reflected in an increasing share of total union membership held by national and regional unions and a corresponding decline in the proportion represented by the membership of international unions. In 1965, national and regional unions comprised 24.5 per cent of the total; by 1970, the comparable figure was 34.6 per cent.

In the same period, the percentage represented by internationals fell from 70.8 to 62.5. The remaining 2.9 per cent was made up of members of independent local organizations and local unions chartered directly by the central labour congresses.

There were 19 unions reporting 30,000 or more members in 1970. Twelve of these were international and seven were national or regional unions. Their affiliations were as follows: AFL-CIO/CLC, 10; CLC only, four; CNTU, three; Independent, two.

Full details of the survey will be published in "Labour Organizations in Canada, 1970", to be issued at the end of January 1971.

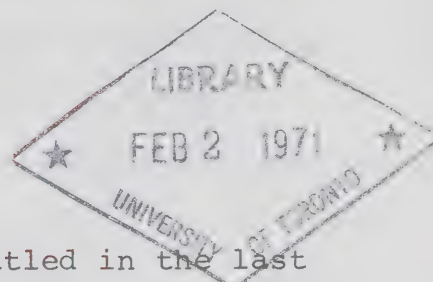
38/70
December 30, 1970

Canada. Labour Dept. Information Ser

CAL-NA

IMMEDIATE RELEASE

FOURTH QUARTER SETTLEMENT
STATISTICS (1970)
PRELIMINARY DATA, SUBJECT
TO REVISION



OTTAWA....In 75 major contracts settled in the last quarter of 1970, the average annual increase in base pay rates was 8.5 per cent compared with 9.3 per cent for the third quarter, and 8.8 per cent for all contracts settled in 1970, the Canada Department of Labour announced today.

In 686 major agreements in effect in December 1970, the average base pay rates were 7.4 per cent (19.1 cents per hour) higher than a year earlier. In other months of 1970, the year-to-year changes ranged from 7.2 to 8.0 per cent.

The statistics are based on continuing analysis by the federal labour department of collective agreements covering 500 or more workers in industries other than construction.

At the end of 1970, the number of Canadians covered by the major agreements was about 1,476,000 workers.

Average annual increases resulting from the settlements in the last quarter were 7.6 per cent in seven one-year contracts, 9.9 and 7.9 per cent respectively in each of 40 two-year contracts, and 10.4, 6.8 and 3.0 per cent respectively in each year of 28 three-year contracts.

1/71
January 27, 1971



CAIL-150

FIRST QUARTER SETTLEMENT
STATISTICS (1971)
PRELIMINARY DATA, SUBJECT
TO REVISION

Average wage settlements, which declined from the third to the fourth quarter of 1970, were somewhat lower again in the first quarter of 1971, according to figures released today by the Department of Labour.

The statistics released are based on a continuing analysis of base pay rates in collective agreements covering 500 or more workers in industries other than construction. For the first time, data relating to wage settlements made in particular periods are expressed in terms of both simple and compound rates of percentage change. The compound rates are considered an improvement because they reflect more accurately the way in which percentage increases are most commonly applied under collective agreements and are more in accord with statistics frequently used to measure change in other areas of economic activity.

In the first quarter of 1971, there were 59 settlements. The average annual increase in base rates, expressed in terms of compound percentage change, was 7.6 per cent. In 1970, the comparable figures were: in the first quarter, 9.0 per cent; in the second quarter, 8.2 per cent; in the third quarter, 8.8 per cent; and in the fourth quarter 7.9 per cent. The same increases, expressed in terms of simple percentage increases, were 9.4, 8.6, 9.3, 8.3 for the four quarters of 1970 and 8.1 for the first quarter of 1971.

Of the 59 agreements reached in the first quarter of 1971, 24 were classified as three-year agreements, 28 as two-year agreements and seven as one-year agreements. Base rate increases averaged 9.5 per cent in the first year, 6.4 per cent in the second year and 5.0 per cent in the third year of the three-year agreements; 11.8 per cent in the first year and 5.1 per cent in the second year of the two-year agreements; and 10.4 per cent in the one-year agreements.

In March 1971, there were 676 major collective agreements in effect, covering 1,477,000 Canadians. The average base rate was 6.9 per cent higher than the average for all agreements covered by the analysis a year earlier. The comparable figure for March 1970, showing the increase from the previous March, was 7.9 per cent.

6/71
April 30, 1971

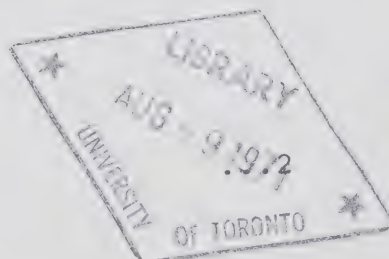
CAL-150

Government
Publications

SETTLEMENT STATISTICS:
FIRST HALF, 1971;
2ND QUARTER 1971.
PRELIMINARY DATA, SUBJECT
TO REVISION

OTTAWA....Collectively bargained wage settlements in the first half of 1971 showed a lower rate of increase than those of the first 6 months of 1970, according to figures released today by the Canada Department of Labour. The figures are based on a continuing analysis of collective agreements covering 500 or more workers in industries other than construction.

The average annual increase in base rates, expressed in compound terms, was 7.7 per cent in the first and 7.8 per cent in the second quarter of 1971. Comparable figures in 1970 were: 9.0 per cent in the first quarter; 8.2 per cent in the second quarter; 8.8 per cent in the third quarter and 7.9 per cent in the fourth quarter.



Of the 111 agreements reached in the second quarter of 1971, 34 were classified as three-year agreements, 66 as two-year agreements and 11 as one-year agreements. Base rate increases averaged 9.8 per cent in the first year, 6.8 per cent in the second year and 6.1 per cent in the third year of the three-year agreements; 8.8 per cent in the first year and 6.7 per cent in the second year of the two-year agreements; and 11.9 per cent in the one-year agreements.

In June 1971, there were 682 major collective agreements in effect, covering 1,485,000 workers. The average base rate was 8.3 per cent higher than the average for all agreements covered by the same analysis a year earlier.

7/71
August 5, 1971

CAIL-I50

Government
Publications

SETTLEMENT STATISTICS;
3RD QUARTER 1971,
PRELIMINARY DATA,
SUBJECT TO REVISION

OTTAWA....Collectively bargained wage settlements in the third quarter of 1971 showed a lower rate of increase than those of the third quarter of 1970, the Canada Department of Labour reported today.

Average wage settlements for the third quarter of 1971 expressed in compound terms was 8.1 per cent. The comparable figure in 1970 was 8.8 per cent.

The figures are based on a continuing analysis of collective agreements covering 500 or more workers in industries other than construction.

Of the 73 agreements reached in the third quarter of 1971, 25 were classified as three-year agreements, 43 as two-year agreements and five as one-year agreements.

Base rate increases for the third quarter averaged 8.6 per cent in the first year, 7.2 per cent in the second year and 5.0 per cent in the third year of the three-year agreements; 11.2 per cent in the first year and 6.9 per cent in the second year of the two-year agreements; and 8.8 per cent in the one-year agreements.

In September 1971, there were 693 major collective agreements in effect, covering some 1,486,000 workers. The average base rate was 8.6 per cent higher than the average for all agreements covered by the same analysis a year earlier.



CAIL-150

STANDARDS CODE
AMENDMENTS PROCLAIMED



OTTAWA....Labour Minister Bryce Mackasey announced today that amendments to the Canada Labour (Standards) Code relating to group and individual notice of termination and severance pay will be proclaimed to come into force on January 1, 1972.

The amendments provide additional safeguards for some 530,000 workers employed in industries under federal jurisdiction.

The Canada Labour (Standards) Code, which has become Part III of the Canada Labour Code, also sets minimum standards for hours of work, vacation pay, general holidays, equal wages for male and female employees, maternity leave and prohibits dismissal or suspension because of garnishment of wages.

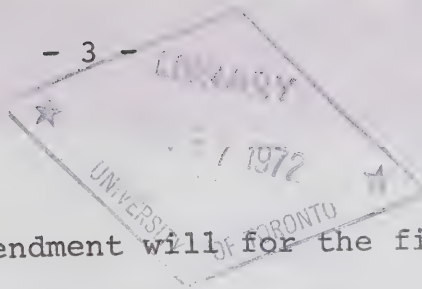
Notice of group termination is required to enable the government through Canada Manpower Centres to make early plans to assist workers who face loss of their employment.

LIBRARY
1/11-7 1977
TORONTO

The group termination of employment provision requires that, where there is a termination of employment of a group of 50 or more employees, an employer must notify the Minister of Labour, the Minister of Manpower and Immigration and any trade union certified to represent the employees affected. The length of notice varies: from eight to 16 weeks depending upon the number of employees involved.

Under the individual termination of employment provisions, any employee who has completed three consecutive months of employment must receive two weeks notice of termination of employment or two weeks pay in lieu. This applies in all cases except dismissal for just cause.

Violation of the group and individual notice of termination provisions can result in a fine of up to \$100,000.



Another amendment will for the first time in Canada stipulate a minimum requirement for severance pay. This applies to employees who have completed at least five years of continuous employment. On termination, two days pay must be paid for each year of service up to a maximum of 40 days pay.

INFORMATION

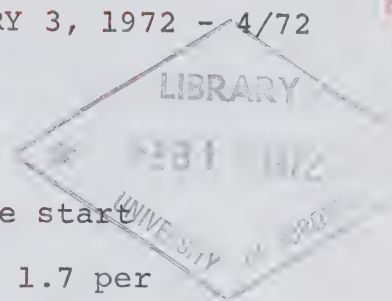


CANADA DEPARTMENT OF LABOUR, 340 LAURIER AVE. W., OTTAWA, ONT. TEL. 613-996-5103
MINISTÈRE DU TRAVAIL DU CANADA, 340 OUEST. AV. LAURIER, OTTAWA, ONT. TÉL. 613-996-5103

CAIL-150

FEBRUARY 3, 1972 - 4/72

LABOUR ORGANIZATIONS
IN CANADA, 1971



OTTAWA....Union membership in Canada at the start of 1971 totalled 2,210,554, an increase of 1.7 per cent, according to the annual survey of labour organizations compiled by the Canada Department of Labour.

This compared with total membership of 2,173,107 at the start of 1970, an increase of 4.7 per cent over 1969.

At the time of the 1971 survey, the number of non-agricultural paid workers in Canada had increased by 2.7 per cent and the entire labour force by 4.4 per cent.

Union members comprised 33.3 per cent of the non-agricultural paid workers and 26.5 per cent of the total work force, a drop from the 1970 percentage of 33.6 and 27.2.

In general, the distribution of union membership in 1971 was not substantially different from that of the previous year.

Canadian Labour Congress affiliates, with 1,654,147 members reported, accounted for 74.8 per cent of total union membership in Canada. This compares with 75.1 per cent in 1970.

Of the 1971 total in CLC affiliates, 1,147,441 members were in unions that were also affiliated with the American Federation of Labor and Congress of Industrial Organizations in the United States.

Membership of unions affiliated with the Canadian Labour Congress but not holding affiliation with the AFL-CIO totalled 506,706 or 22.9 per cent of the total.

Another 9.6 per cent of total membership of unions in Canada, 212,065 members, belonged to federations affiliated with the Québec-based Confederation of National Trade Unions, and 15.6 per cent were in various unaffiliated international and national unions and independent local organizations.

Although the membership of the CLC and the CNTU increased by 21,894 and 4,693 respectively over 1970, the distribution of union membership by affiliation in 1971 showed no substantial change.

International unions with headquarters in the United States accounted for 62 per cent of the total 1971 membership, compared with 62.5 per cent in 1970.

National and regional unions, which charter locals in Canada only, made up 34.9 per cent of the 1971 total (34.6 per cent in 1970).

Independent local organizations and local unions chartered by the two central labour congresses, the CLC and the CNTU, accounted for the remaining 3.1 per cent of the membership. In 1970 the percentage was 2.8.

Although 65 national and regional unions were recorded in 1971, one more than in the previous year, the number of their locals grew substantially, indicating continuing organizational activity.

In 1971, there were 20 unions (compared with 19 in 1970) reporting membership of 30,000 or more. The new member of the club was the Retail Clerks' International Association (AFL-CIO/CLC). Nine unions reported 50,000 or more members and these accounted for 37 per cent of the total.

The largest union in terms of membership was again the Steelworkers (AFL-CIO/CLC) with 156,000 members reported for 1971.

Next in size were two national affiliates of the CLC: The Canadian Union of Public Employees, with 138,088 members reported, and the Public Service Alliance of Canada with 121,571.

Two international unions, each with one local in Ontario, have ceased operations in Canada. These are the International Alliance of Bill Posters, Billers and Distributors of the United States and Canada (AFL-CIO), which reported 11 members in Canada in 1970, and the Coopers' International Union of North America (AFL-CIO/CLC), which reported 200 members.

Full details of the survey will be published in "Labour Organizations in Canada, 1971".

CAIL-150

MAY 1, 1972 - 10/72

Government
Publications

SETTLEMENT STATISTICS;
1ST QUARTER 1972,
PRELIMINARY DATA,
SUBJECT TO REVISION

OTTAWA....Collectively bargained wage settlements in the first quarter of 1972 showed a higher rate of increase than those of the first quarter of 1971, the Canada Department of Labour reported today.

Settlements during the first quarter of 1972 produced average annual increases in base rates of 9.7 per cent in compound terms. The comparable figure in 1971 was 7.7 per cent.

The figures are based on a continuing analysis of collective agreements covering 500 or more workers in industries other than construction.

Of the 59 agreements reached in the first quarter of 1972, 12 were classified as three-year agreements, 36 as two-year agreements and 11 as one-year agreements.

Base rate increases for the first quarter averaged 11.2 per cent in the first year, 7.9 per cent in the second year and 6.9 per cent in the third year of the three-year agreements; 11.7 per cent in the first year and 8.4 per cent in the second year of the two-year agreements; and 8.9 per cent in the one-year agreements.

In March 1972, there were 723 major collective agreements in effect, covering some 1,508,500 workers. The average base rate was 7.7 per cent higher than the average for all agreements covered by the same analysis in March 1971.

CAIL-I50

Government
Publications

18/72 - JULY 25, 1972

SETTLEMENT STATISTICS;
2ND QUARTER 1972,
PRELIMINARY DATA,
SUBJECT TO REVISION

OTTAWA....Collectively bargained wage settlements in the second quarter of 1972 showed a lower rate of increase than those of the first quarter of 1972, the Canada Department of Labour reported today.

Settlements during the second quarter of 1972 produced average annual increases in base rates of 7.3 per cent in compound terms. The comparable figure during the first quarter of 1972 was 9.4 per cent.

The figures are based on a continuing analysis of collective agreements covering 500 or more workers in industries other than construction.

Of the 90 agreements reached in the second quarter of 1972, 21 were classified as three-year agreements, 50 as two-year agreements and 19 as one-year agreements.

While the 90 agreements settled in the second quarter of 1972 made provision for average annual increases in base rates equal to 7.3 per cent, in one-year agreements, the average was 9.0 per cent. In two-year agreements, it was 8.0 per cent for the first year and 6.4 per cent for the second. In three-year agreements it was 8.2, 5.4 and 5.6 per cent for the first, second and third years, respectively.

CAIL-150

Government
Publications

19/72 - AUGUST 1, 1972

WORK STOPPAGES DURING
FIRST SIX MONTHS OF 1972.
SUBJECT TO REVISION

OTTAWA....Time lost due to work stoppages in the first half of 1972 totalled 4,792,250 man-days, the Canada Department of Labour reported today.

In the first half of 1971, time loss amounted to 1,181,930 man-days, while in 1970 the corresponding figure was 2,565,830.

Compared with total estimated working time for non-agricultural paid workers, lost time resulting from work stoppages in the January through June period this year was equivalent to 53 man-days per 10,000 man-days worked; this compares with 14 per 10,000 in the first six months of 1971, and 31 in 1970.

Time loss in the first half of 1972 resulted from 298 work stoppages involving 576,894 workers. Comparable figures for 1971 were 307 work stoppages and 152,521 workers involved; the 1970 totals were 318 and 130,473.

The large number of workers involved and man-days lost in the six-month period under review were mainly attributable to a few large work stoppages. More than 200,000 Québec government employees were involved in a one-day strike on March 28 and again in an 11-day walkout in April. And two stoppages in British Columbia, involving the construction and lumber industries affected a total of more than 50,000 employees. Taken together, these four work stoppages accounted for more than four-fifths of the workers involved and almost two-thirds of the total man-days lost in the first half of the year. It should be noted, however, that the figures in this bulletin do not include time loss caused by certain sporadic stoppages in Québec between May 9 and 19. This loss has been variously estimated at between 500,000 and 600,000 man-days.

During June 1972, there were 117 work stoppages involving 118,587 workers and resulting in a total time loss of 1,209,780 man-days. In the previous month, there were 10 fewer stoppages involving 62,198 workers and accounting for a loss of 1,026,810 man-days. In June a year ago, the figures were 132 work stoppages, 47,586 workers and 289,450 man-days.

The time lost during June 1972 was equivalent to 75 man-days per 10,000 man-days worked. In the previous month the ratio was 65 man-days per 10,000 man-days and in June 1971 it was 19.

CAIL-150

25/72 - NOVEMBER 2, 1972

Government
Publications

SETTLEMENT STATISTICS;
THIRD QUARTER 1972,
PRELIMINARY DATA,
SUBJECT TO REVISION

OTTAWA....Collectively bargained wage settlements in the third quarter of 1972 showed a higher rate of increase than those of the second quarter of 1972, the Canada Department of Labour reported today.

Settlements during the third quarter of 1972 produced average annual increases in base rates of 8.6 per cent in compound terms. The comparable figure during the second quarter of 1972 was 7.3 per cent.

The figures are based on a continuing analysis of collective agreements covering 500 or more workers in industries other than construction.

Of the 97 agreements reached in the third quarter of 1972, 37 were classified as three-year agreements, 50 as two-year agreements and 10 as one-year agreements.

While the 97 agreements settled in the third quarter of 1972 made provision for average annual increases in base rates equal to 8.6 per cent, in one-year agreements,

the average was 7.5 per cent. In two-year agreements, it was 10.3 per cent for the first year and 7.3 per cent for the second. In three-year agreements it was 15.0, 6.1 and 4.8 per cent for the first, second and third years, respectively.

INFORMATION



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CAIL-150

26/72 - NOVEMBER 8, 1972

MCMASTER PROFESSOR
COMMISSIONED TO WRITE
OFFICIAL HISTORY OF
LABOUR DEPARTMENT

OTTAWA....Labour Minister Martin O'Connell announced today that Dr. Fraser Isbester, 40, Chairman of the Personnel and Industrial Relations area at McMaster University, Hamilton, has been commissioned to write the official history of the Canada Department of Labour.

The history, covering the years 1900-1975, is expected to be a scholarly social, economic and political record of the federal government's role in Canada's industrial relations system.

A leading authority on industrial relations in Canada, Professor Isbester is the author of a number of published articles, reports and books on the subject. He is taking a year's leave of absence from McMaster to carry out the project.

A graduate of the Royal Military College of Canada, Professor Isbester holds an Honours B.A. in History from Queen's University, an M.B.A. from the University of Western Ontario, an M.A. in History from Bishop's University, and a Doctorate from Cornell University in the United States.

Following four year's service with the Canadian Army (1955-59), Professor Isbester was a lecturer and assistant professor at the University of Sherbrooke until 1966. He joined the Faculty of Business at McMaster the same year as assistant professor of industrial relations.

CAIL-150

1/73 - FEBRUARY 5, 1973

SETTLEMENT STATISTICS
FOR THE FOURTH QUARTER
AND THE YEAR 1972,
PRELIMINARY DATA,
SUBJECT TO REVISION

OTTAWA....Collectively bargained wage settlements in the fourth quarter of 1972 showed a lower rate of increase than those of the third quarter of 1972, the Canada Department of Labour reported today.

Settlements during the fourth quarter of 1972 produced average annual increases in base rates of 6.6 per cent in compound terms. The comparable figure during the third quarter of 1972 was 8.8 per cent.

The figures are based on a continuing analysis of collective agreements covering 500 or more workers in industries other than construction.

Of the 94 agreements reached in the fourth quarter of 1972, 32 were classified as three-year agreements, 41 as two-year agreements and 21 as one-year agreements.

While the 94 agreements settled in the fourth quarter of 1972 made provision for average annual increases in base rates equal to 6.6 per cent, in one-year agreements, the average was 7.9 per cent. In two-year agreements, it

was 11.1 per cent for the first year and 5.0 per cent for the second. In three-year agreements, it was 5.4, 5.5 and 6.0 per cent for the first, second and third years, respectively.

For the year 1972, the average base rate wage settlement expressed in compound terms was 7.6 per cent, down from the 7.8 per cent average increase in 1971.

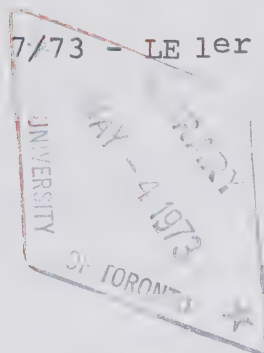
Of the 354 agreements reached in the year 1972, 108 were classified as three-year agreements, 185 as two-year agreements and 61 as one-year agreements.

While the 354 agreements settled in the year 1972 made provision for average annual increases in base rates equal to 7.6 per cent, in one-year agreements, the average was 8.2 per cent. In two-year agreements, it was 10.2 per cent for the first year and 6.9 per cent for the second. In three-year agreements, it was 8.2, 5.7 and 5.7 per cent for the first, second and third years, respectively.

CAIL-150

7/73 - LE 1er mai, 1973

SETTLEMENT STATISTICS;
FIRST QUARTER 1973,
PRELIMINARY DATA,
SUBJECT TO REVISION



OTTAWA....Collectively bargained wage settlements in the first quarter of 1973 showed a higher rate of increase than those of the last quarter of 1972, the Canada Department of Labour reported today.

Settlements during the first quarter of 1973 produced average annual increases in base rates of 7.5 per cent in compound terms. The comparable figure during the last quarter of 1972 was 6.6 per cent.

The figures are based on a continuing analysis of collective agreements covering 500 or more workers in industries other than construction.

Of the 61 agreements reached in the first quarter of 1973, 21 were classified as three-year agreements, 30 as two-year agreements and 10 as one-year agreements.

While the 61 agreements settled in the first quarter of 1973 made provision for average annual increases in base rates equal to 7.5 per cent, in one-year agreements,

the average was 7.0 per cent. In two-year agreements, it was 9.4 per cent for the first year and 6.4 per cent for the second. In three-year agreements it was 10.5, 5.2 and 5.7 per cent for the first, second and third years, respectively.

CAIL-150

8/73 - SEPTEMBER 1973

WORK STOPPAGES DURING
FIRST SIX MONTHS OF 1973
SUBJECT TO REVISION

OTTAWA ... Time lost due to work stoppages resulting from industrial disputes in the first half of 1973 totalled 1,945,480 man-days, the Canada Department of Labour reported today.

In the first half of 1972, time loss amounted to 4,727,820 man-days, while in 1971 the corresponding figure was 1,181,930.

The large number of workers involved and man-days lost in the six-month period of 1972 were mainly attributable to a few large work stoppages. More than 200,000 Quebec government employees were involved in a one-day strike on March 28 1972 and again in an 11-day walkout in April of that year. And two stoppages in British Columbia, involving the construction and lumber industries affected a total of more than 50,000 employees.

Compared with total estimated working time for non-agricultural paid workers, lost time resulting from work stoppages in the January through June period

this year was equivalent to 21 man-days per 10,000 man-days worked; this compares with 52 per 10,000 in the first six months of 1972, and 14 in 1971.

Time loss in the first half of 1973 resulted from 338 work stoppages involving 95,477 workers. Comparable figures for 1972 were 343 work stoppages and 619,911 workers involved; the 1971 totals were 307 and 152,521.

During June 1973, there were 138 work stoppages involving 47,363 workers and resulting in a total time loss of 623,960 man-days. In the previous month, there was the same number of stoppages involving 40,500 workers and accounting for a loss of 535,020 man-days. In June a year ago, the figures were 128 work stoppages, 131,294 workers and 1,213,400 man-days.

The time lost during June 1973 was equivalent to 38 man-days per 10,000 man-days worked. In the previous month the ratio was 32 man-days per 10,000 man-days and in June 1972 it was 75.



CAIL-150

Government
Publication

MINISTER, UNION OFFICIALS
MEET TO DISCUSS FOOTWEAR
AND TANNING INDUSTRIES
ASSISTANCE PROGRAM

14/73 July 6, 1973

OTTAWA.... Federal Labour Minister John Munro announced today that consultations have begun with union officials of Canada's leather footwear and tanning industries on the possibilities of a special adjustment assistance program for elderly workers in these industries.

Mr. Munro's meeting with the union leaders follows tabling in the House of Commons of a report on THE EFFECTS OF FOOTWEAR IMPORTS ON CANADIAN PRODUCTION OF LIKE-GOODS by the Anti-Dumping Tribunal and a statement by Industry, Trade and Commerce Minister Alastair Gillespie that a special program would be necessary to help increase the competitive capabilities of the industries.

These consultations have as an objective the direction the Department of Labour should take in conjunction with the proposed program of the Department of Industry, Trade and Commerce.

Latest figures show that there were approximately 20,000 workers employed in the industry. About 170 plants are located in 65 communities across Canada.

INFORMATION



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16/73 - JULY 31, 1973 **CAIL-150**

SETTLEMENT STATISTICS;
SECOND QUARTER 1973,
PRELIMINARY DATA,
SUBJECT TO REVISION

OTTAWA....Collectively bargained wage settlements in the second quarter of 1973 showed a higher rate of increase than those of the first quarter of 1973, the Canada Department of Labour reported today.

Settlements during the second quarter of 1973 produced average annual increases in base rates of 8.5 per cent in compound terms. The comparable figure during the first quarter of 1973 was 7.6 per cent.

For the first half of 1973, the average rate of increase was 8.1 per cent, as compared with 8.0 per cent for the first half of 1972.

The figures are based on a continuing analysis of collective agreements covering 500 or more workers in industries other than construction.

Of the 89 agreements reached in the second quarter of 1973, 30 were classified as three-year agreements, 47 as two-year agreements and 12 as one-year agreements.

While the 89 agreements settled in the second quarter of 1973 made provision for average annual increases in base rates equal to 8.5 per cent, in one-year agreements, the average was 10.1 per cent. In two-year agreements, it was 9.8 per cent for the first year and 8.1 per cent for the second. In three-year agreements it was 10.3, 7.0 and 5.8 per cent for the first, second and third years, respectively.

26/73 - SEPTEMBER 24, 1973

STUDY ON PRODUCTIVITY,
COSTS AND PRICES
MANUFACTURING RELEASED
BY DEPARTMENT OF LABOUR

Labour productivity (output per worker) increased notably more in the 1950's than in the 1960's in most manufacturing industries, according to a study just released by the Canada Department of Labour. However, the most recent information shows a greater rate of increase through 1968 to 1970.

The study, a book of almost 400 pages, entitled Productivity, Costs and Prices, covers 22 manufacturing industries and all manufacturing for the period from 1949 to 1968 but additional data for 1969 and 1970 have been added in supplementary tables.

Over the entire period covered in the book, 1949 to 1968, productivity for all labour in all manufacturing, increased at an annual rate of 5.8 percent, but for the 1961 - 1968 period it was down to 3.9 percent. However, supplementary data for 1961 to 1970 show a somewhat higher annual rate of increase, at 4.4. percent.

Compensation (wages and salaries) per worker increased at about the same annual rate in the 1960's

as in the previous decade. This, combined with somewhat lower rates of increase in labour productivity in the sixties in most of the industries studied, meant that unit labour costs of production increased more rapidly in the more recent period. Thus, for total labour in all manufacturing, the annual rate of increase for the whole 1949 - 1968 period was 0.7 percent, but for 1961 - 1968 it was 1.9 percent, and supplementary data for 1961 - 1970 show a slightly higher rate, at 2.2 percent.

Unit cost of production in terms of factors other than labour, described as unit residual cost, increased much more than unit labour costs for all manufacturing over the full period covered in the book. This was so on the average but, during the 1960's, many of the industries studied experienced a greater climb in labour than in residual costs. The fact that this was not so for other industries shows that more recent experience displayed less uniformity in the behaviour of labour and nonlabour costs.

The report takes care to point out that prices may increase for many reasons, and rising costs need not be the cause. Nevertheless, the evidence shows that, on the average, costs of raw

materials, wholesaling and retailing rose more rapidly than costs of production in the plant.

The report, containing text, charts and tables, provides extensive data on trends in employment, production, productivity, unit costs, prices and other matters.

In addition to data for manufacturing as a whole, there is information on the following industries: slaughtering and meat processors, bakery products, distilleries, breweries, tobacco products, rubber industries, cotton yarn and cloth mills, synthetic textile mills, clothing industries, furniture and fixtures, saw and planing mills, pulp and paper mills, printing, publishing and allied industries, iron and steel mills, agricultural implements, motor vehicles, motor vehicle parts and accessories, smelting and refining, electrical products, cement manufacturers, petroleum and coal products, and chemicals.

Copies of Productivity, Costs and Prices, Catalogue Number L41-1173, are available from Information Canada at \$3.75 each. The supplementary tables may be obtained, upon request, from the Canada Department of Labour.



CAIL-150

27/73 - OCTOBER 16, 1973

LABOUR MINISTER
ANNOUNCES NEW INDUSTRIAL
RELATIONS SERVICE

OTTAWA....Labour Minister John Munro announced today the introduction of a new industrial relations service to assist labour and management in the development of more constructive relationships.

The service will be administered by a Branch of the Department to be known as the Union-Management Services Branch. Operating on a voluntary basis with labour and management, the service will be aimed at providing advice and information on industrial relations matters.

The Minister said there is evidence that many employers and unions want to develop better relationships, and that the dispensing of information and advice on techniques and procedures and working conditions can be helpful to them.

"The Union-Management Services Branch will concentrate on procedures during the so-called closed period when a collective agreement has been negotiated and is in force," he said.

"Meaningful consultation during this time can develop skills in fact-finding and problem solving which can be useful when the time again comes to negotiate a new agreement."

"There are no easy solutions or cure-alls in industrial relations," he said. "Conflicts of interest are inevitable in the employer-employee relationship, and what is needed are better methods of dealing with conflict and resolving it."

"There are various examples in Canada and in other countries," the Minister said, "where an employer and union have succeeded in making a dramatic improvement in their relationship. These need to be studied and discussed, and information about them analyzed and circulated."

The Service will also make available more information on issues and trends in collective bargaining, such as variations in weekly working hours and in working conditions to provide job enrichment.

The Minister said that the new Union-Management Services Branch was only one aspect of the Department's program aimed at assisting employers and trade unions. Other services include:

- the provision of conciliation and mediation services when these are required in the industries within federal jurisdiction;
- the provision of Industry Specialists -- each an expert in Industrial Relations and in the operations of specific industries within federal jurisdiction -- who can give professional assistance ranging from informal consultation to continuous, formal participation;
- the provision of professional industrial relations research facilities and findings, through Departmental sources and external agencies;

- 4 -

- the operation of Canada's National Industrial Relations Film Library, which contains films on topics of interest to labour and management;
- the promotion of an educational series on industrial relations, aimed at high school audiences.

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28/73 October 31, 1973. **CAIL-150**

SETTLEMENT STATISTICS;
THIRD QUARTER 1973,
PRELIMINARY DATA,
SUBJECT TO REVISION

OTTAWA....Collectively bargained wage settlements in the third quarter of 1973 showed a higher rate of increase than those of the second quarter of 1973, the Canada Department of Labour reported today.

Settlements during the third quarter of 1973 produced average annual increases in base rates of 9.8 per cent in compound terms. The comparable figure during the second quarter of 1973 was 8.6 per cent.

For the first nine months of 1973, the average rate of increase was 8.9 per cent, as compared with 8.4 per cent for the first nine months of 1972.

The figures are based on a continuing analysis of collective agreements covering 500 or more workers in industries other than construction.

Of the 84 agreements reached in the third quarter of 1973, 24 were classified as three-year agreements, 55 as two-year agreements and 5 as one-year agreements.

The 84 agreements settled in the third quarter of 1973 made provision for average annual increases in base rates equal to 9.8 per cent. The average increase in one-year agreements was 9.8 per cent. In two-year agreements, it was 13.9 per cent for the first year and 7.6 per cent for the second. In three-year agreements it was 14.4, 6.5 and 4.3 per cent for the first, second and third years, respectively.



CAIL-150

Government
Publications

32/73

FOOTWEAR AND TANNING INDUSTRIES PROGRAM-ASSISTANCE FOR DISPLACED WORKERS

OTTAWA....Labour Minister John Munro today announced the introduction of an Adjustment Assistance Program for older employees in the footwear and tanning industries. The new program is designed to compensate older workers displaced as a result of implementation of the footwear and tanning industries strategy announced today by the Honourable Alastair Gillespie, Minister of Industry, Trade and Commerce.

The majority of footwear and tanning industry plants are located in Quebec and Ontario, with many plants being the only industry in smaller communities.

In making the announcement, Mr. Munro said the program will provide pre-retirement benefits of up to \$80 weekly to eligible workers.

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Mr. Munro pointed out that the program is similar to that currently in operation for displaced older employees in the textile and clothing industries - a scheme that has proved most successful. "It also represents an important step towards improved consultation with unions concerning their interests and role in industrial adjustment," said the Minister. "These consultations are essential for effective implementation of industrial strategies."

To be eligible for benefits a layoff must affect at least 10 per cent of the plant labour force, or 50 employees, and be certified by the General Adjustment Assistance Board as being attributable to the implementation of the Government's new strategy.

To qualify for benefits a worker must be between 54 and 65 years of age, have at least 10 years employment in the industry, and have no prospect of employment. Benefits will be 50 per cent of the average weekly insurable earnings on which Unemployment Insurance benefits of an applicant are calculated.

For 1973 the maximum weekly insurable earnings are \$160, thus the maximum benefit would be \$80. Benefits are payable up to age 65, and the program will be in force for five years as far as the certification of layoffs is concerned.

INFORMATION

IMMEDIATE RELEASE
36/75 - DECEMBER 19, 1975

Government
Publications

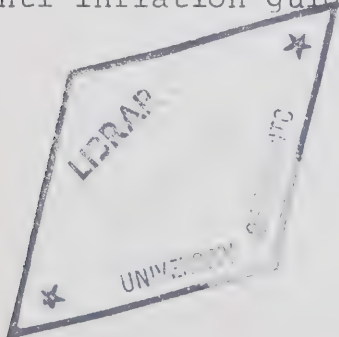
NEW MINIMUM WAGE ANNOUNCEMENT

OTTAWA....Labour Minister John Munro today announced that the minimum wage for employees in industries under federal jurisdiction will be increased to \$2.90 from \$2.60 an hour to take effect in April, 1976. A specific date will be announced later. At the same time the minimum wage for employees under the age of 17 will be increased to \$2.65 an hour from \$2.35.

The present minimum wage has been in effect since July 23, 1975.

The revision, by Order-in-Council under Part III of the Canada Labour Code, takes effect by regulation, three months after its publication in the Canada Gazette.

About 20,300 workers will be affected by the increase. This increase falls within the federal anti-inflation guidelines.



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INFORMATION

IMMEDIATE RELEASE
1/76 - JANUARY 1, 1976

NEW YEAR'S MESSAGE
FROM THE HONOURABLE
JOHN MUNRO



OTTAWA...Labour Minister John Munro today called for a spirit of constructive cooperation to bring industrial tranquility to the Canadian scene.

In a New Year's message, Mr. Munro pledged federal government encouragement and support for efforts by labour and management to improve industrial relations.

He pointed out that the newly-formed Canada Labour Relations Council has already initiated a meaningful dialogue between labour and management but stated that "There is an overwhelming necessity to continue and expand on the work of this Council in all sectors and levels of business and industry. Industrial conflicts and disputes cannot continue to plague Canada and adversely affect our country's economic wellbeing.

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"Solutions will only come from a concerted effort by all parties -- labour, management and government. We must work together as a team, and not be afraid of experimentation.

"I am confident that policies will be evolved for more equitable relationships between workers and employers which will ultimately benefit all Canadians, and play a major role in the extensive and continuing anti-inflation program on which the Government has recently embarked."

INFORMATION

IMMEDIATE RELEASE
2/76 - JANUARY 19, 1976

NEW FEDERAL MINIMUM WAGE EFFECTIVE APRIL 1

OTTAWA....The recently announced new minimum wage for employees in industries under federal jurisdiction will become effective April 1, 1976, Labour Minister John Munro announced today.

The minimum wage will go from \$2.60 an hour to \$2.90 an hour, while the minimum wage for employees under the age of 17 will be increased to \$2.65 an hour from \$2.35.

The present minimum wage has been in effect since July 23, 1975.

About 20,300 workers will be affected by the increase, which falls within the federal anti-inflation guidelines.

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INFORMATION

IMMEDIATE RELEASE
3/76 - FEBRUARY 2, 1976

BRANTFORD SITE FOR
LABOUR-MANAGEMENT CONFERENCE

OTTAWA....Labour Canada is sponsoring a Labour-Management Conference of union, management and government representatives to be held in Brantford, Ontario, Thursday, February 5, 1976, as part of the Department's continuing dialogue on the collective bargaining relationship.

Theme for the day-long annual conference this year is "A Realistic Approach to Industrial Relations", providing industrial relations practitioners with an opportunity to exchange views on the collective bargaining system.

The sessions begin at 8:00 AM in the Brantford Holiday Inn and continue throughout the day. Approximately 200 delegates are expected to attend the conference.

Conference speakers include T.M. Eberlee, deputy minister of Labour Canada and T.E. Armstrong, deputy minister, Ontario Ministry of Labour.

Chairman of the conference is T.T. McAulay, Employment Relations, Toronto office of the Department.

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INFORMATION

IMMEDIATE RELEASE
4/76 - FEBRUARY 10, 1976

COLLECTIVE AGREEMENT
SETTLEMENT STATISTICS
FOR THE FOURTH QUARTER
AND THE YEAR 1975,
SUBJECT TO REVISION

OTTAWA....Collectively bargained settlements in the fourth quarter of 1975 show a lower rate of wage increase than those of the third quarter, and were the lowest for the entire year, according to a report issued by Labour Canada.

The 85 settlements during the fourth quarter produced average annual increases in base rates of 14.3 per cent in compound terms. The comparable figure for the third quarter of 1975 was 16.9 per cent.

The figures are based on a continuing analysis of collective agreements covering 500 or more workers in industries (other than construction) within both the federal and provincial jurisdictions.

Forty-three settlements in the fourth quarter were classified as one-year agreements, 31 were classified as two-year agreements, and 11 as three-year agreements.

While the 85 agreements settled in the fourth quarter provided for average annual increases in base rates equal to 14.3 per cent, in one-year agreements it was 16.2 per cent. In two-year agreements the annual average increase was 20.1 per cent for the first year and 12.3 per cent for the second year. In three-year agreements it was 15.4 per cent, 10.4 per cent and 3.7 per cent for the first, second and third years respectively.

1975 Summary

During the year 1975 there were 401 major collective agreements settled. These settlements provided for an average increase in base rates of 16.8 per cent, compared to the 14.3 per cent average for the year 1974.

Of the 401 settlements in 1975, one hundred and eighty-eight were classified as one-year agreements, 169 as two-year agreements and 44 as three-year agreements.

The 188 one-year agreements provided for an average annual increase in base rates of 20.8 per cent. The two-year agreements provided for increases of 21.6 per cent in the first year and 11.4 per cent in the second. The three-year agreements provided for increases of 17.2 per cent, 8.9 per cent, and 4.0 per cent in the first, second and third years respectively.

There were 135 settlements in 1975 which provided for a cost of living allowance (COLA); and the average annual increase in base rates for these settlements was 14.6 per cent. The remaining 266 settlements without a COLA clause provided for an average annual increase in base rates of 18.1 per cent.

INFORMATION



Labour
Canada

Travail
Canada



Celebrating 75 years of service
Au service des Canadiens

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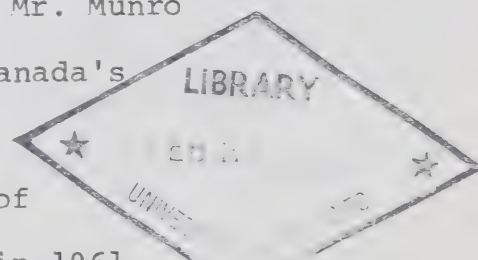
IMMEDIATE RELEASE
5/76 - FEBRUARY 12, 1976

LABOUR MINISTER JOHN MUNRO
NAMES EMMETT M. HALL AS
CONCILIATION COMMISSIONER IN
RAIL DISPUTE.

OTTAWA....Labour Minister John Munro today announced the appointment of the Honourable Emmett M. Hall as Conciliation Commissioner to deal with a dispute between Canadian National, Canadian Pacific and short line railways and the associated railway unions. The decision to refer the dispute to a conciliation commissioner follows unsuccessful efforts of the parties at the bargaining table.

In announcing the appointment, Mr. Munro noted Mr. Hall's many contributions to Canada's social well-being.

Mr. Hall became Chief Justice of Saskatchewan and of the Court of Appeal in 1961. He was named to the Supreme Court of Canada in November 1962 and he is well known for his distinguished service as Chairman of the Royal Commission on Health Services between 1961 and 1964. When his report was



issued it formed the basis of Canada's national health insurance legislation.

Also, Mr. Hall was appointed as Special Arbitrator in September 1973, under the special legislation passed by Parliament, namely, the Maintenance of Railways Operations Act 1973, to deal with the second-last round of railway negotiations. He is currently heading up a Commission of Inquiry on prairie grain handling and transportation established in June 1975 and initiated by the Grains Group of the Department of Industry, Trade and Commerce.

INFORMATION

IMMEDIATE RELEASE
6/76 - FEBRUARY 25, 1976

NEW ASSISTANT DEPUTY MINISTER
NAMED AT LABOUR CANADA

OTTAWA....Labour Minister John Munro today announced the Public Service Commission's appointment of Hubert L. Laframboise as Assistant Deputy Minister, Research and Program Development, with Labour Canada, effective March 1, 1976.

"This appointment," said Mr. Munro, "is consistent with the progressing reorientation of my Department in which we hope to assume more of a potent and prominent role in labour affairs throughout the country."

Mr. Laframboise, 51, formerly Assistant Secretary, Policy and Research Wing, of the Ministry of State for Urban Affairs, joined the federal government in 1954 as an advisor on management problems after several years in private industry. He held a number of posts in the government, including Assistant Deputy Minister, Long Range Health and Planning, Department of National Health and Welfare. He has also been a consultant in the International Labour Office, Geneva, Switzerland.

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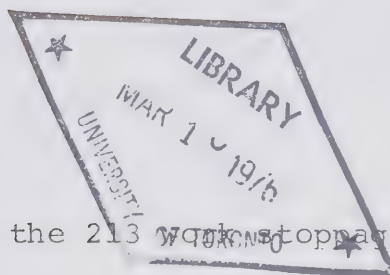
Mr. Laframboise was born in Cornwall, Ontario, and holds an Honours B.A., Political Science and Economics, from Carleton University. He served with the Royal Canadian Navy from 1943 to 1945.

INFORMATION

IMMEDIATE RELEASE

S. & L. - 2/76 - March 2, 1976

SUMMARY OF STRIKE AND
LOCKOUT STATISTICS FOR
NOVEMBER 1975. SUBJECT
TO REVISION



OTTAWA...Direct time-loss resulting from the 213 work stoppages due to strikes and lockouts in November 1975 amounted to 1,483,430 man-days, compared with 1,424,443 man-days in the previous month and 481,580 in November 1974.

Man-days lost in November represented 90 man-days per 10,000 worked compared with 78 in October and 30 in November 1974.

The time lost includes five work stoppages under federal jurisdiction that involved 17,990 workers and the loss of 486,220 man-days (or 33 percent of all man-days lost during the month).

In November 33 work stoppages involved 500 or more employees each and accounted for 75 percent of total time lost. Twenty-seven of these larger stoppages were in Manufacturing, and two each in Transportation and Utilities, Trade and Services.

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For the first 11 months of 1975 direct time lost amounted to 10,362,070 man-days, which represents 55 days per 10,000 man-days of total time worked. The corresponding figures for the same period in 1974 were 8,938,110 man-days lost and 48 days per 10,000 man-days worked.

Work Stoppages by Jurisdiction
November and January-November 1975 (Preliminary)

Jurisdiction	Work Stoppages Beginning During November	Work Stoppages in Existence During November			Cumulative Duration in Man-Days Jan-Nov 1975
		Work Stoppages	Workers Involved	Duration in Man-Days	
al Industries	2	4	170	2,960	389,440
c Service	-	1	17,820	483,260	838,760
otal Federal	2	5	17,990	486,220	1,228,160
oundland	4	8	3,031	24,440	319,920
ce Edward Island	0	1	50	180	1,640
Scotia	1	3	1,354	26,700	262,420
Brunswick	1	10	2,387	49,150	153,310
ec	22	78	37,071	359,970	3,172,490
rio	14	70	28,052	471,270	2,715,000
toba	2	6	286	4,970	230,210
atchewan	3	7	1,144	9,160	179,230
rta	0	7	808	15,540	459,790
ish Columbia	3	18	2,017	35,830	1,639,900
otal Provincial	50	208	76,200	997,210	9,133,910
ll Jurisdictions	52	213	94,190	1,483,430	10,362,070

Cumulative duration in man-days, Jan-Nov 1974, 8,938,110

are based on all work stoppages known to the Labour Data Branch and include stoppage caused by a dispute between labour and management or between rival workers' organizations, and involving five or more workers and amounting to ten or more man-days. The number of workers includes all workers directly involved in the establishment(s) in which the stoppage occurs but excludes those made available at other establishments as a result of the stoppage.

INFORMATION

IMMEDIATE RELEASE

INQ. 1/76 - APRIL 7, 1976

2:00 p.m.

MAJOR RAILWAYS AND SHORTLINE RAILWAY COMPANIES AND ASSOCIATED RAILWAY UNIONS

OTTAWA....Labour Minister John Munro today released the report of the Conciliation Commissioner who dealt with a dispute between the Major Railways and shortline railway companies and Associated Railway Unions.

The Commissioner was the Honourable Emmett M. Hall, Q.C., of Saskatoon, Saskatchewan.

The dispute involves some 95,000 railway employees.

The Railway Association of Canada and the following employers were affected by Conciliation Commissioner proceedings:

Canadian National Railways

Canadian Pacific Limited

The Dominion Atlantic Railway Company

Northern Alberta Railway Company

Ontario Northland Railway

Quebec Central Railway Company

Algoma Central Railway

Toronto, Hamilton and Buffalo Railway

Esquimalt and Nanaimo Railway

Toronto Terminals Railway Company

The Shawinigan Falls Terminal Railway Company

During the month of December 1975 there were 181 stoppages involving 82,148 workers and 1,109,110 man-days. All of these figures were lower than in November but higher than in December 1974.

Five of the 181 stoppages in December were under federal jurisdiction. These involved 15,680 workers and the loss of 31,680 man-days (or 3 percent of all man-days lost during the month).

In December, 29 work stoppages involved 500 or more employees each and accounted for 65 percent of total time lost. Twenty-five of these were in Manufacturing, two in services and one each in Trade and Transportation and Utilities.

Work Stoppages by Jurisdiction
December and January-December 1975 (Preliminary)

Jurisdiction	Work Stoppages Beginning During December	Work Stoppages in Existence During December			Cumulative Duration in Man-Days Jan-Dec 1975
		Work Stoppages	Workers Involved	Duration in Man-Days	
Central Industries	1	3	152	1,320	373,280
Public Service	1	2	15,528	30,360	869,120
Total Federal	2	5	15,680	31,680	1,242,400
Yukon	1	8	2,882	61,450	378,580
Prince Edward Island	0	0	0	0	1,640
Nova Scotia	0	4	1,307	27,870	273,570
New Brunswick	0	6	1,665	35,640	150,410
Quebec	15	74	30,059	454,910	3,380,820
Manitoba	5	53	26,642	448,090	3,119,450
Alberta	1	6	302	5,850	234,980
Saskatchewan	0	2	122	2,080	175,790
Ontario	0	2	160	3,360	431,230
British Columbia	3	20	3,313	38,160	1,652,400
Northwest Territories	1	1	16	20	220
Total Provincial	26	176	66,468	1,077,430	9,799,090
All Jurisdictions	28	181	82,148	1,109,110	11,041,490
Duration in man-days in 1974					9,255,120

are based on all work stoppages known to the Labour Data Branch and include stoppage caused by a dispute between labour and management or between rival workers' organizations, and involving five or more workers and amounting to ten more man-days. The number of workers includes all workers directly involved in the establishment(s) in which the stoppage occurs but excludes those made at other establishments as a result of the stoppage.

INFORMATION

IMMEDIATE RELEASE

8/76 - May 11, 1976 *Government Publications*

COLLECTIVE AGREEMENT
SETTLEMENT STATISTICS
FOR THE FIRST QUARTER 1976
AND THE PREVIOUS THREE
QUARTERS SUBJECT TO REVISION

Ottawa.... Collectively bargained settlements in the first quarter of 1976 show a slightly higher rate of wage increase than those of the fourth quarter 1975, according to a report issued by the Canada Department of Labour.

The 116 settlements during the first quarter produced average annual increases in base rates of 14.4 per cent in compound terms. The comparable figure for the fourth quarter of 1975 was 14.3 per cent.

The figures are based on an analysis of collective agreements covering 500 or more workers in industries (other than construction) within both the federal and provincial jurisdictions.

There were 47 settlements in the first quarter which were classified as one-year agreements, 35 were classified as two-year agreements, and 34 as three-year agreements.

While the 116 agreements settled in the first quarter provided for average annual increases in base rates equal to 14.4 per cent, in one-year agreements it was 15.6 per cent. In two-year agreements the annual average increase was 18.6 per cent for the first year and 8.9 per cent for the second year. In three-year agreements it was 17.0 per cent for



the first year, 8.9 per cent for second year and 6.7 per cent for the third year.

Of the 116 settlements during first quarter of 1976, 33 provided for a cost of living allowance (COLA); and the average annual increase in base rates for these settlements was 12.8 per cent (excluding the effect of the COLA clause). The remaining 83 settlements without a COLA clause provided for an average annual increase in the base rates of 14.7 per cent.

Summary of Last Four Quarters

During the 12-month period ending with the 1st quarter, 1976, there were 447 major collective agreements settled. These settlements provided for an average increase in base rates of 16.1 per cent.

Of the 447 settlements, 197 were classified as one-year agreements, 178 as two-year agreements and 72 as three-year agreements.

The 197 one-year agreements provided for an average annual increase in base rates of 19.1 per cent. The two-year agreements provided for increases of 20.8 per cent for the first year and 10.8 per cent for the second. The three-year agreements provided for increases of 17.7 per cent in the first year, 8.9 per cent in the second year and 4.5 per cent in the third year.

There were 148 settlements negotiated in the 12-month period ending with the 1st quarter, 1976 which provided for a COLA clause. These 148 settlements provided for 14.0 per cent average annual increase in base rates (excluding the effect of the COLA clause), while the 299 settlements without a COLA clause provided for average annual increases of 17.1

per cent.

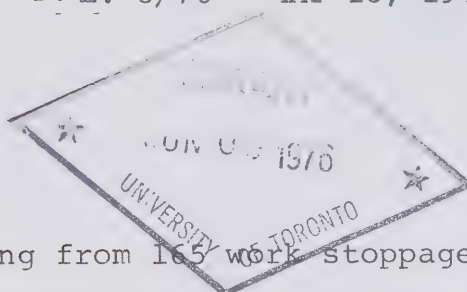
The above settlement statistics are those reached prior to any review by the Anti-Inflation Board, and therefore do not take into account any amendments which may have been made as a result of A.I.B. recommendations.

INFORMATION

STRIKE AND LOCKOUT
STATISTICS FOR
JANUARY 1976.
SUBJECT TO REVISION

IMMEDIATE RELEASE
S&L.-3/76 - MAY 28, 1976

Government
Publications



OTTAWA...Direct time-loss resulting from 165 work stoppages due to strikes and lockouts in January 1976 amounted to 845,640 man-days and involved 54,659 workers Labour Canada reported today. These figures are all lower than the corresponding figures for December, 1975: 181 stoppages, 82,148 workers and 1,109,110 man-days lost.

In relation to total estimated working time of non-agricultural paid workers, time lost in January represented 49 man-days per 10,000 man-days worked, compared with 64 in the preceding month.

The time lost includes two work stoppages under federal jurisdiction that involved 50 workers and the loss of 1,100 man-days (or less than one percent of all man-days lost during the month).

In January, 30 work stoppages involved 500 or more employees each and accounted for 64 percent of total time lost. Twenty-three of these larger stoppages were in Manufacturing (mainly pulp and paper), two each in Services and Transportation & Utilities, and one each in Mining, Construction and Trade.



JANUARY 1976 - JANVIER 1976

TIME PERSPECTIVE ON WORK STOPPAGES

LTAT RETROSPECTIF DES ARRETS DE TRAVAIL

Period - Période	Nurber beginning during month - Nombre commencé pendant le mois	Work stoppages in existence during month or year Arrêts de travail en cours pendant le mois ou l'année			
		Number - Nombre	Workers involved - Travailleurs en cause	Duration in man-days - Durée en jours-hommes	% of estimated working time - % du nombre estimatif de jours-hommes
1971	547	569	239,631	2,866,590	0.16
1972	556	598	706,474	7,753,530	0.43
1973	677	724	348,470	5,776,080	0.30
1974	1,170	1,216	592,220	9,255,120	0.46
1975*	977	1,054	478,646	10,859,050	0.53
1975* Month-Mois					
jan.-janv.	116	183	44,112	407,385	0.24
feb.-fév.	65	143	29,575	300,439	0.19
mar.-mars	71	157	38,693	415,218	0.26
apr.-avr.	95	189	43,596	585,288	0.34
may-mai	114	229	115,445	658,752	0.38
june-juin	107	247	61,720	798,911	0.45
july-juil.	99	247	112,282	1,223,422	0.65
aug.-août	89	250	105,422	1,287,760	0.74
sept.-sept.	68	229	81,015	1,284,950	0.74
oct.-oct.	70	242	107,544	1,241,833	0.68
nov.-nov.	55	189	78,761	1,239,684	0.76
dec.-déc.	28	181	82,148	1,109,110	0.64
1976* jan.-janv.	33	165	54,659	845,640	0.49

* Preliminary - Chiffres préliminaires

INFORMATION

IMMEDIATE RELEASE
S.&L. 5/76 - JUNE 25, 1976

STRIKE AND LOCKOUT
STATISTICS FOR
FEBRUARY AND MARCH 1976.
SUBJECT TO REVISION

OTTAWA... Direct time-loss from work stoppages due to strikes and lockouts amounted to 603,130 man-days in February and 483,060 man-days in March 1976, Labour Canada reported today. The number of stoppages was 170 in both months, and the numbers of workers involved were 148,145 in February and 172,468 in March.

In relation to total estimated working time of non-agricultural paid workers, time lost represented 37 man-days per 10,000 man-days worked in February and 25 in March.

The time lost includes seven stoppages under federal jurisdiction in February and thirteen in March. The man-days involved in these stoppages were 3,840 in February and 12,110 in March (or 0.6 percent and 2.5 percent respectively of all time lost).

Twenty-seven of the stoppages in February and 24 in March involved 500 or more workers each. These large stoppages accounted for 64 percent of total time lost in February and 55 percent in March.

A revision of the 1975 statistics on strikes and lockouts shows that 10,894,190 man-days were lost last year. The attached table contains the revised monthly figures for 1975.

ETAT RETROSPECTIF DES ARRETS DE TRAVAIL, 1971-1976

Period - Période	Work stoppages in existence during month Arrêts de travail en cours pendant le mois				
	Number beginning during month - Nombre commencé pendant le mois	Workers involved - Travailleurs en cause	Duration in man-days - Durée en jours-hommes	% of estimated working time - % du temps ouvrable estimatif	
Year-Année					
1971	547	239,631	2,866,590	0.16	
1972	556	706,474	7,753,530	0.43	
1973	677	348,470	5,776,080	0.30	
1974	1,170	592,220	9,255,120	0.46	
1975 #	977	482,180	10,894,190	0.53	
1975 # Month-Mois					
Jan.-janv.	177	44,137	407,415	0.24	
Feb.-fév.	67	36,913	334,859	0.21	
Mar.-Mars	72	44,782	462,628	0.29	
Apr.-avr.	98	43,751	588,008	0.34	
May-mai	115	115,659	660,332	0.38	
June-juin	107	61,794	800,471	0.45	
July-juil.	100	112,316	1,220,832	0.65	
Aug.-août	90	105,270	1,284,490	0.74	
Sept.-sept.	68	81,292	1,287,600	0.75	
Oct.-oct.	70	111,470	1,298,903	0.72	
Nov.-nov.	55	91,697	1,442,024	0.88	
Dec.-dec.	28	82,266	1,106,624	0.64	
1976*					
Jan.-janv.	33	54,590	842,250	0.49	
Feb.-fév.	46	148,145	603,130	0.37	
Mar.-mar.	71	172,468	483,060	0.25	

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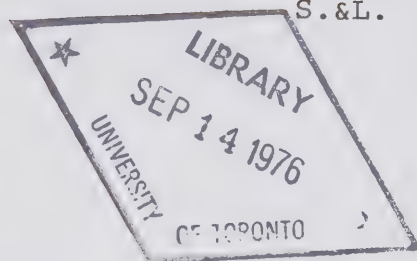
* Preliminary - Chiffres préliminaires

INFORMATION

IMMEDIATE RELEASE

S.&L. 6/76 - July 25/76

STRIKE AND LOCKOUT
STATISTICS FOR
APRIL 1976
SUBJECT TO REVISION



Government
Publications

OTTAWA... Direct time loss from work stoppages due to strikes and lockouts amounted to 702,250 man-days in April, Labour Canada reported today. The number of stoppages was 157 and the number of workers involved was 303,708.

In relation to total estimated working time of non-agricultural paid workers in April, time lost represented 40 man-days per 10,000 man-days worked.

The time lost in April includes ten stoppages under federal jurisdiction. These involved 3,665 workers and accounted for 27,600 man-days (or four percent of all time lost).

Twenty-four of the work stoppages in effect in April involved 500 or more workers. Eight of these were in Service industries, six in Manufacturing, four in Transportation and Utilities, four in Mines and two affected various industries. Together these 24 large stoppages accounted for 74 percent of the time lost in April.

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ARRÊTS DE TRAVAIL SELON LA COMPÉTENCE GOUVERNEMENTALE (Preliminaire)

Jurisdiction - Compétence gouvernementale	Number beginning during month - Nombre commencé pendant le mois	Work stoppages in existence during month - Arrêts de travail en cours pendant le mois			Cumulative duration in man-days Jan.-Apr. - Durée en jours-horres cumulatifs Jan.-Avr.
		Number - Nombre	Workers involved - Travailleurs en cause	Duration in man-days - Durée en jours-horres	
Nfld. - T.-N.	3	10	323	5,710	105,520
P.E.I. - I.-P.-E.	0	1	110	2,310	4,180
N.S. - N.-E.	2	3	187	3,230	47,550
N.B. - N.-B.	1	1	77	150	70,150
Québec	16	45	275,715	487,920	1,272,430
Ontario	17	51	11,217	76,210	822,850
Manitoba	3	5	676	4,920	56,050
Saskatchewan	7	8	4,792	13,740	16,370
Alberta	2	4	804	7,430	24,660
B.C. - C.-B.	10	19	6,142	73,030	166,280
Yukon & N.W.T. - T.-N.-O.	0	0	0	0	7,430
Total, provinces	61	147	300,043	674,650	2,586,040
Federal - Fédéral					
Public Service (1) -					
Fonction publique (1)	0	1	163	1,350	1,830
Federal Industries (2) -					
Industries fédérales (2)	4	9	3,502	26,250	42,820
Federal total fédéral	4	10	3,665	27,600	44,650
TOTAL	65	157	303,708	702,250	2,630,690

- 1) Covered under the Public Service Staff Relations Act. (1) Relevant de la Loi sur les relations de travail dans la Fonction publique.
- 2) Covered under the Canada Labour Code: Part V. (2) Relevant du Code canadien du travail: Partie V.

INFORMATION

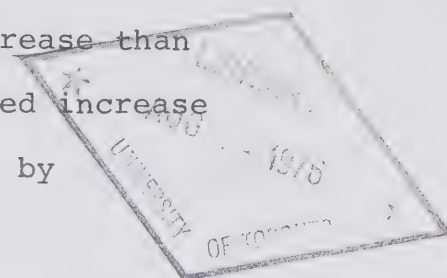
IMMEDIATE RELEASE

13/76 - August 4, 1976

COLLECTIVE AGREEMENT
SETTLEMENT STATISTICS
FOR THE SECOND QUARTER 1976
AND THE PREVIOUS THREE
QUARTERS SUBJECT TO REVISION

Government
Publications

Ottawa.... Collectively bargained settlements in the second quarter of 1976 displayed a lower rate of wage increase than those of the first quarter 1976, the lowest recorded increase since the end of 1973 according to a report issued by Labour Canada.



The 143 settlements during the second quarter produced average annual increases in base rates of 11.5 per cent in compound terms. The comparable figure for the first quarter of 1976 was 14.5 per cent.

The figures are based on an analysis of collective agreements covering 500 or more workers in industries (other than construction) within both the federal and provincial jurisdictions.

There were 89 settlements in the second quarter which were classified as one-year agreements, 35 were classified as two-year agreements, and 19 as three-year agreements.

While the 143 agreements settled in the second quarter provided for average annual increases in base rates equal to 11.5 per cent, in one-year agreements it was 12.4 per cent. In two-year agreements the annual average increase was 12.7 per cent for the first year and 8.4 per cent for the second year. In



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three-year agreements it was 20.9 per cent for the first year, 7.3 per cent for the second year and 5.2 per cent for the third year.

Of the 143 settlements during the second quarter of 1976, 36 provided for a cost of living allowance (COLA); and the average annual increase in base rates for these settlements was 10.1 per cent (excluding the effect of the COLA clause). The remaining 107 settlements without a COLA clause provided for an average annual increase in the base rates of 12.6 per cent.

Summary of Last Four Quarters

During the 12-month period ending with the 2nd quarter, 1976, there were 470 major collective agreements settled. These settlements provided for an average increase in base rates of 13.8 per cent.

Of the 470 settlements, 235 were classified as one-year agreements, 154 as two-year agreements and 81 as three-year agreements.

The 235 one-year agreements provided for an average annual increase in base rates of 15.7 per cent. The two-year agreements provided for increases of 16.8 per cent for the first year and 9.7 per cent for the second. The three-year agreements provided for increases of 17.9 per cent in the first year, 8.3 per cent in the second year and 4.9 per cent in the third year.

There were 133 settlements negotiated in the 12-month period ending with the 2nd quarter, 1976 which provided for a COLA clause. These 133 settlements provided for 11.9 per cent average annual increase in base rates (excluding the effect of the COLA clause), while the 337 settlements without a COLA clause provided for average annual increases of 14.9 per cent.

It should be noted that, where confirmed data was available, the settlement statistics shown above take into account the effect of rulings of the Anti-Inflation Board, and their subsequent ratification by the bargaining parties.

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INFORMATION

IMMEDIATE RELEASE
14/76 - AUGUST 10, 1976

NEW DIRECTOR GENERAL
NAMED AT LABOUR CANADA



OTTAWA....Labour Minister John Munro today announced the Public Service Commission appointment of Dr. R.W. Crowley as Director General, Central Analytical Services Branch, Labour Canada.

Reporting to the Assistant Deputy Minister for Research and Program Development, Mr. H.L. Laframboise, Dr. Crowley will be responsible for the analysis and forecast of economic and social trends affecting Canada's industrial relations.

Dr. Crowley, 32, has for the past five years held senior positions in the Ministry of State for Urban Affairs. His latest position was Director General, Policy and Research.

Prior to entering the federal public service, in 1971, Dr. Crowley was an assistant professor in the Department of Economics, Queen's University.

Born in Toronto, Dr. Crowley received his Honours B.A. from Bishop's University in 1964 and his Doctorate in 1968 from Duke University.

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INFORMATION

IMMEDIATE RELEASE
18/76 - SEPTEMBER 2, 1976

Government
Publications

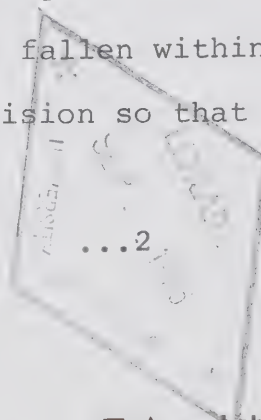
LABOUR DAY MESSAGE FROM
THE HONOURABLE JOHN MUNRO
MINISTER OF LABOUR

OTTAWA....I would like to take this opportunity to express my appreciation for the great support which Canadian workers and their families are giving to the government's program to bring down the cost of living.

Since this time last year price levels have been moving down, slowly but surely. We can all be thankful for that.

A year ago the cost of living was increasing at the rate of nearly 11 per cent a year. In July of this year, the increase was down to 6.8 per cent on an annual basis. I certainly give a lot of credit to the millions of Canadian workers, organized and unorganized, who have faced up to the serious situation and restrained their demands on the economy.

Well over half of all the collective agreements and compensation plans reported to the A.I.B. have fallen within the guidelines. The others are subject to revision so that



compensation demands will not prolong the inflationary period. Canadians are willing to give the program a chance, at least for a temporary period.

On this Labour Day, we are aware of the unacceptably high level of unemployment in Canada. The government, and the private sector, must continue with our efforts to create new jobs for the thousands of Canadians coming into the job market and without a successful attempt on inflation we cannot achieve this objective.

The fight against inflation is far from being won. Energy prices are still going up. Food shortages in world markets may again cause problems.

I ask all Canadians to give their support to our national effort to bring down the cost of living, and help keep it down, so we can move ahead with other economic and social programs for the good of all Canadians.

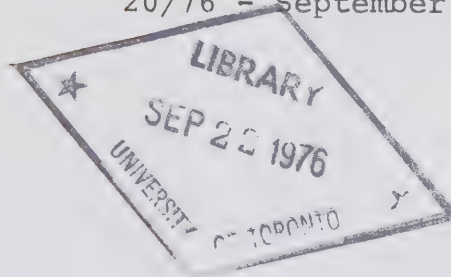
Have a happy Holiday!

INFORMATION

IMMEDIATE RELEASE
20/76 - September 17, 1976.

Government
Publication

STRIKE AND LOCKOUT
STATISTICS FOR
MAY 1976
SUBJECT TO REVISION



OTTAWA... Direct time loss from work stoppages due to strikes and lockouts amounted to 707,930 man-days in May, Labour Canada reported today. The number of stoppages was 177 and the number of workers involved was 268,076.

In relation to total estimated working time of non-agricultural paid workers in May, time lost represented 42 man-days per 10,000 man-days worked.

The time lost in May includes seven stoppages under federal jurisdiction. These involved 2,551 workers and accounted for 9,950 man-days (or one percent of all time lost).

Thirty of the work stoppages in effect in May involved 500 or more workers. Eleven of these were in Service industries, eight in Manufacturing, four in Transportation and Utilities, three in Mines, two in Trade, one in Public Administration and one affected various industries. Together these 30 large stoppages accounted for 71 percent of the time lost in May.



May 1976 - Mai 1976

WORK STOPPAGES BY JURISDICTION (Preliminary)

ARRETS DE TRAVAIL SELON LA COMPETENCE GOUVERNEMENTALE (Préliminaire)

Jurisdiction - Compétence gouvernementale	Number beginning during month - Nombre commencé pendant le mois	Work stoppages in existence during month - Arrêts de travail en cours pendant le mois		Cumulative duration in man-days Jan.-May - Durée en jours-hommes cumulatifs Jan.-Mai	
		Workers involved - Travailleurs en cause	Duration in man-days - Durée en jours-hommes		
					Number - Nombre
Nfld. - T.-N.	3	11	374	5,020	110,540
P.E.I. - I.-P.-E.	1	2	145	2,270	6,450
N.S. - N.-E.	2	3	185	1,900	49,450
N.B. - N.-B.	2	2	2,580	5,580	75,730
Québec	28	60	238,418	441,890	1,714,320
Ontario	18	46	10,550	99,160	922,010
Manitoba	1	2	80	1,450	57,500
Saskatchewan	11	14	3,755	18,180	34,550
Alberta	2	4	375	5,930	30,590
B.C. - C.-B.	14	27	10,463	120,100	286,380
Yukon & N.W.T - T.-N.-O.	-	-	-	-	-
Total, provinces	82	171	266,925	701,480	3,287,520
Federal - Fédéral					
Public Service (1) - Fonction publique (1)	0	0	0	0	1,830
Federal Industries (2) - Industries fédérales (2)	3	6	1,151	6,450	49,270
Federal total fédéral	3	6	1,151	6,450	51,100
TOTAL	85	177	268,076	707,930	3,338,620

(1) Covered under the Public Service Staff Relations Act.

(2) Covered under the Canada Labour Code: Part V.

Note: Numbers relate only to workers directly involved in the dispute.

Note: Les chiffres se rapportent seulement aux travailleurs directement touchés par le conflit.

INFORMATION

STRIKE AND LOCKOUT STATISTICS FOR JUNE 1976 SUBJECT TO REVISION

OTTAWA... Direct time loss from work stoppages due to strikes and lockouts amounted to 1,183,080 man-days in June, Labour Canada reported today. The number of stoppages was 238 and the number of workers involved was 190,197. The comparative figures for May were 177 stoppages, 268,076 workers and 707,930 man-days.

In relation to total estimated working time of non-agricultural paid workers in June, time lost represented 62 man-days per 10,000 man-days worked.

The time lost in June includes sixteen stoppages under federal jurisdiction. These involved 5,584 workers and accounted for 35,180 man-days (or three percent of all time lost).

Thirty-nine of the work stoppages in effect in June involved 500 or more workers. Twelve of these were in Manufacturing, seven in the Service industry, six in Mining

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and in Transportation & Utilities, four in Public Administration and two each in Construction and Trade. Together these 39 large stoppages accounted for 75 percent of the time lost in June.

WORK STOPPAGES BY JURISDICTION (Preliminary)

ARRETS DE TRAVAIL SELON LA COMPETENCE GOUVERNEMENTALE (Préliminaire)

Jurisdiction	Compétence gouvernementale	Work stoppages in existence during month		Work stoppages in existence during month		Cumulative duration in man-days
		Number beginning during month	Number	Workers involved	Duration in man-days	
		Nombre commençant pendant le mois	Nombre	Travailleurs en cause	Durée en jours-hommes	Durée en jours-hommes cumulatifs
Nfld. - T.-N.		4	13	819	7,340	117,880
P.E.I. - I.-P.-E.		1	2	210	3,420	9,870
N.S. - N.-E.		2	4	1,570	9,460	58,910
N.B. - N.-B.		-	1	1,180	25,290	101,020
Québec		38	82	145,684	779,310	2,493,630
Ontario		36	73	10,244	119,830	1,041,840
Manitoba		5	6	5,746	25,900	83,400
Saskatchewan		10	14	1,825	17,690	52,240
Alberta		2	5	333	6,980	37,570
B.C. - C.-B.		7	22	17,002	152,680	439,060
Yukon & N.W.T. - T.-N.-O.		-	-	-	-	-
Total, provinces		105	222	184,613	1,147,900	4,435,420
Federal - Fédéral						
Public Service (1) -		3	3	414	860	2,690
Fonction publique (1)						
Federal Industries (2) -		9	13	5,170	34,320	83,590
Industries fédérales (2)		12	16	5,584	35,180	86,280
Federal total fédéral						
TOTAL		117	238	190,197	1,183,080	4,521,700

(1) Covered under the Public Service Staff Relations Act.
(2) Covered under the Canada Labour Code, Part V.

Note: Numbers relate only to workers directly involved in the dispute.

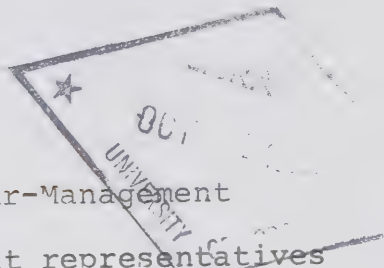
Note: Les chiffres se rapportent seulement aux travailleurs directement touchés par le conflit.

INFORMATION

IMMEDIATE RELEASE
21/76 - OCTOBER 1, 1976

Government
Publications

BARRIE SITE FOR LABOUR-MANAGEMENT CONFERENCE



OTTAWA....Labour Canada is sponsoring a Labour-Management Conference of union, management and government representatives to be held in Barrie, Ontario Thursday October 7, 1976. The one-day conference at the Continental Inn will have as its central theme "Labour-Management Responsibility in Decision-Making."

Discussion topics include: quality of worklife; co-determination in Canada; power sharing responsibility and labour's response to decision-making.

Conference speakers include T.E. Armstrong O.C., deputy minister, Ontario Ministry of Labour, Julien Major, executive vice-president, Canadian Labour Congress, Terry Meagher, secretary-treasurer, Ontario Federation of Labour and E. Cross from the Treasury Board.

Dr. William A. Dimma, President, Toronto Star, is the keynote speaker.

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Mr. T. McAulay, Labour Affair Officer, Labour Canada is the Conference Chairman.

This program was developed in close cooperation with Georgian Bay area business and labour associations along with the Ontario Ministry of Labour.

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INFORMATION

IMMEDIATE RELEASE
25/76 - OCTOBER 18, 1976

Appointment of Mr. Jacques Olivier, Member of Parliament
for Longueuil, as Parliamentary Secretary to the
Honourable John Munro, Minister of Labour

OTTAWA...Prime Minister Trudeau has appointed Mr. Jacques Olivier, Member of Parliament for Longueuil, as Parliamentary Secretary to the Honourable John Munro, Minister of Labour. Mr. Olivier has represented the constituency of Longueuil in the House of Commons since October 1972. From 1971 to 1972, he was Special Assistant in the Prime Minister's Office in the capacity of specialist in labour relations.

Mr. Olivier studied industrial relations at Laval University, Quebec City. In 1969, he completed a course of studies in France on European trade unions in the cadre of a competition organized by the France-Quebec Youth Office (l'Office franco-québécois de la Jeunesse).

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Mr. Olivier has been active in the trade union movement in Quebec, mainly as treasurer of the national federation of the affiliated services of the Confederation of National Trade Unions. Since 1966, he has occupied positions of responsibility in the hospital sector, in particular as president of the union of employees at the Charles LeMoyne Hospital in Montreal and as director of the CNTU.

Mr. Olivier has participated actively in the activities of the Canadian Parliamentary Association for world federalism. He is also a member of the International Association of French-Language parliamentarians.

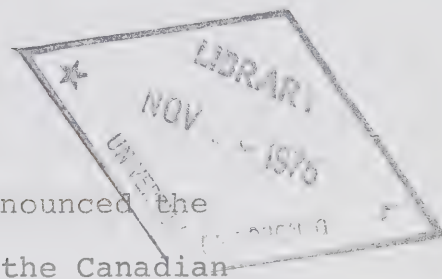
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INFORMATION

IMMEDIATE RELEASE
29/76 - OCTOBER 26, 1976

Government
Publications

NEW PUBLICATION:
PART TIME WORK IN THE
CANADIAN ECONOMY.



OTTAWA....Labour Minister John Munro today announced the release of the publication Part-Time Work in the Canadian Economy, prepared by Marianne Bossen of Winnipeg.

The study was commissioned by Labour Canada as a response to recommendation 28 of the Royal Commission on the Status of Women concerning the feasibility of making greater use of part-time work in the Canadian economy. The report also considers the working conditions of part-time workers and the problems and advantages of this type of work.

The 123-page report, based on a sample survey of 42 large organizations in the private and public sectors, examined the utilization of part-time work and its economic rationale, industry by industry.

The report indicates that the part-time work force reflects the trend towards greater flexibility and alternatives in working life; evidenced by the fact that the number of

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part-time workers have been growing at a faster rate than full-time workers.

The report also showed part-time work as a distinct part of the labour force, complementing the full-time work force rather than competing for the same jobs. The report also underlines the distinction between the regular part-time (where an ongoing employer-employee relationship exists) and the casual labour market.

Marianne Bossen, a former employee of the federal department of Manpower, heads up her own manpower consulting firm.

Copies of the report are available from Publications Division, Labour Canada, free of charge.

INFORMATION

COLLECTIVE AGREEMENT SETTLEMENT
STATISTICS FOR THE THIRD QUARTER
1976 AND THE PREVIOUS THREE
QUARTERS. SUBJECT TO REVISION

IMMEDIATE RELEASE
30/76 - NOVEMBER 2, 1976

Gouvernement
Public

OTTAWA.... Collectively bargained settlements in the third quarter of 1976 displayed a lower rate of wage increase than those of the second quarter, 1976, the lowest quarterly increase since the end of 1972, according to a report issued by Labour Canada.

The 167 settlements during the third quarter produced average annual increases in base rates of 9.7 per cent in compound terms. The comparable figure for the second quarter of 1976 was 11.2 per cent.

The figures are based on an analysis of collective agreements covering 500 or more workers in industries (other than construction) within both the federal and provincial jurisdictions.

There were 91 settlements in the third quarter which were classified as one-year agreements, 54 were classified as two-year agreements and 22 as three-year agreements.

While the 167 agreements settled in the third quarter provided for average annual increases in base rates equal to 9.7 per cent, in one-year agreements it was 10.6 per cent. In two-year agreements the annual average increase was 12.2 per cent for the first year and 8.1 per cent for the second year. In three-year agreements it was 15.1 per cent for the first year, 8.0 per cent for the second year and 6.0 per cent for the third year.



Of the 167 settlements during the third quarter of 1976, 32 provided for a cost of living allowance (COLA); and the average annual increase in base rates for these settlements was 9.0 per cent (excluding the effect of the COLA clause). The remaining 135 settlements without a COLA clause provided for an annual average increase in the base rates of 10.4 per cent.

Summary of Last Four Quarters

During the 12 month period ending with the third quarter, 1976, there were 529 major collective agreements settled. These settlements provided for an average annual increase in base rates of 11.9 per cent.

Of the 529 settlements, 281 were classified as one-year agreements, 163 as two-year agreements and 85 as three-year agreements.

The 281 one-year agreements provided for an average annual increase in base rates of 13.0 per cent. The two-year agreements provided for increases of 15.2 per cent for the first year and 9.2 per cent for the second. The three-year agreements provided for increases of 16.0 per cent in the first year, 8.5 per cent in the second year and 5.5 per cent in the third year.

There were 129 settlements negotiated in the 12-month period ending with the third quarter, 1976, which provided for a COLA clause. These 129 settlements provided for a 10.8 per cent average annual increase in base rates (excluding the effect of the COLA clause), while the 400 settlements without a COLA clause provided for an average annual increase of 12.5 per cent.

It should be noted that, where confirmed data were available, the settlement statistics shown above take into account the effect of rulings of the Anti-Inflation Board and subsequent ratification by the bargaining parties.

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INFORMATION

IMMEDIATE RELEASE

S.&L. 9/76 - NOVEMBER 4, 1976

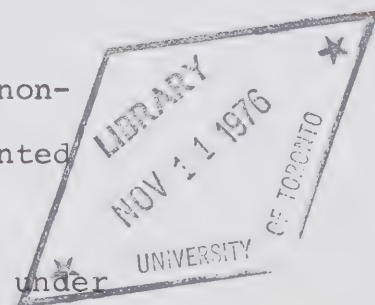
STRIKE AND LOCKOUT
STATISTICS FOR
JULY 1976
SUBJECT TO REVISION

Government
Publication

OTTAWA... Direct time loss from work stoppages due to strikes and lockouts amounted to 1,330,020 man-days in July, Labour Canada reported today. The number of stoppages was 197 and the number of workers involved was 79,058. The comparative figures for June were 238 stoppages, 190,197 workers and 1,183,080 man-days.

In relation to total estimated working time of non-agricultural paid workers in July, time lost represented 71 man-days per 10,000 man-days worked.

The time lost in July includes twelve stoppages under federal jurisdiction. These involved 2,152 workers and accounted for 21,120 man-days (or two percent of all time lost).



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Twenty-two of the work stoppages in effect in July involved 500 or more workers. Nine of these were in Manufacturing, four in the Service industry, three each in Construction, Transportation and Utilities, and Mining. Together these 22 large stoppages accounted for 78 percent of the time lost in July.

WORK STOPPAGES BY JURISDICTION (Preliminary)

ARRETS DE TRAVAIL SELON LA COMPETENCE GOUVERNEMENTALE (Préliminaire)

Jurisdiction	Compétence gouvernementale	Work stoppages in existence during month		Duration in man-days		Cumulative duration in man-days Jan. to July Janv. à Juil.
		Number beginning during month	Arrêts de travail en cours pendant le mois	Workers involved	Durée en jours-hommes	Durée en jours-hommes cumulatifs
		Nombre commencé pendant le mois	Travailleurs en cause	Travailleurs en cause	Durée en jours-hommes	Durée en jours-hommes cumulatifs
Nfld. - T.-N.		2	12	571	5,460	123,340
P.E.I. - I.-P.-E.		1	3	410	6,410	16,280
N.S. - N.-E.		6	8	2,869	35,600	94,510
N.B. - N.-B.		3	4	1,318	27,280	128,300
Québec		15	71	28,435	565,150	3,058,780
Ontario		13	49	9,260	131,460	1,173,300
Manitoba		2	4	247	4,830	88,230
Saskatchewan		8	14	2,199	28,590	80,830
Alberta		3	7	1,033	9,200	46,770
B.C. - C.-B.		2	13	30,564	494,920	933,980
Yukon & N.W.T. - T.-N.-O.		0	0	0	0	0
Total, provinces		55	185	76,906	1,308,900	5,744,320
Federal - Fédéral						
Public Service (1) - Fonction publique (1)		-	1	54	1,040	3,730
Federal Industries (2) - Industries fédérales (2)		6	11	2,098	20,080	103,670
Federal total fédéral		6	12	2,152	21,120	107,400
TOTAL		61	197	79,058	1,330,020	5,851,720

(1) Covered under the Public Service Staff Relations Act.

(2) Covered under the Canada Labour Code; Part V.

(1) Relevant de la loi sur les relations de travail dans la Fonction publique

(2) Relevant du Code canadien du travail: Partie V.

NOTE: Numbers relating to workers directly involved in the dispute.

NOTE: Les chiffres se rapportent uniquement aux travailleurs directement touchés par le conflit.

INFORMATION

IMMEDIATE RELEASE
S.&L.10/76 - DECEMBER 7, 1976

STRIKE AND LOCKOUT
STATISTICS FOR
AUGUST 1976
SUBJECT TO REVISION

OTTAWA...Direct time loss from work stoppages due to strikes and lockouts amounted to 953,940 man-days in August, Labour Canada reported today. The number of stoppages was 188 and the number of workers involved was 88,931. The comparative figures for July were 197 stoppages, 79,058 workers and 1,330,020 man-days.

In relation to total estimated working time of non-agricultural paid workers in August, time lost represented 50 man-days per 10,000 man-days worked, compared with 71 in July.

The time lost in August includes seventeen stoppages under federal jurisdiction. These involved 2,553 workers and accounted for 40,500 man-days (or four percent of all time lost).

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Twenty-six of the work stoppages in effect in August involved 500 or more workers. Thirteen of these were in Manufacturing, five in Construction, four in Transportation & Utilities, two in Mines and one each in Trade and Services. Together these 26 large stoppages accounted for 70 percent of the time lost in August.

WORK STOPPAGES BY JURISDICTION (Preliminary)

ARRETS DE TRAVAIL SELON LA COMPETENCE GOUVERNEMENTALE (Préliminaire)

Jurisdiction	Compétence gouvernementale	Number beginning during month		Work stoppages in existence during month		Cumulative duration in man-days	
		Nombre commencé pendant le mois	Number	Workers involved	Duration in man-days	Janv. - août	Durée en jours-hommes cumulatifs
			Nombre	Travailleurs en cause	Durée en jours-hommes		
Nfld. - T.-N.		1	10	1,490	6,070	129,410	
P.E.I. - I.-P.-E.		0	3	460	4,520	20,800	
N.S. - N.-E.		2	5	2,175	45,150	139,660	
N.B. - N.-B.		5	8	3,566	90,300	218,600	
Québec		17	66	37,003	465,030	3,523,810	
Ontario		17	44	7,606	117,780	1,291,080	
Manitoba		0	1	29	290	88,520	
Saskatchewan		3	12	2,202	21,730	102,560	
Alberta		2	6	428	5,980	52,750	
B.C. - C.-B.		6	16	31,419	156,590	1,090,570	
Yukon & N.W.T. - T.-N.-O.		0	0	0	0	0	
Total, provinces		53	171	86,378	913,440	6,657,760	
Federal - Fédéral							
Public Service (1) -		0	0	0	0	3,730	
Fonction publique (1)							
Federal Industries (2) -		9	17	2,553	40,500	144,170	
Industries fédérales (2)							
Federal total fédéral		9	17	2,553	40,500	147,900	
TOTAL		62	188	88,931	953,940	6,805,660	

(1) Covered under the Public Service Staff Relations Act.

(2) Covered under the Canada Labour Code: Part V.

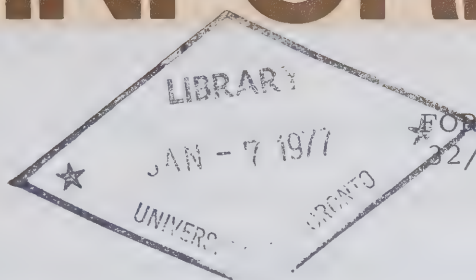
NOTE: Numbers relate only to workers directly involved in the dispute.

(1) Relevant de la Loi sur les relations de travail dans la Fonction publique.

(2) Relevant du Code canadien du travail: Partie V.

NOTE: Les chiffres se rapportent seulement aux travailleurs directement touchés par le conflit.

INFORMATION



FOR IMMEDIATE RELEASE
32/76 - DECEMBER 22, 1976

1977 CALENDAR OF EXPIRING
COLLECTIVE AGREEMENTS
PUBLISHED BY LABOUR CANADA

OTTAWA.....Major agreements covering 399 bargaining situations (involving 876,985 employees) in industries other than construction will expire in 1977, according to information contained in the Labour Canada publication "1977 Calendar of Expiring Collective Agreements". Each bargaining situation covers 500 or more employees.

Based on a total of 932 major non-construction collective agreements currently held in the department, covering some 1,951,900 employees, the figures indicate that 42.8 per cent of the major agreements covering 44.9 per cent of the employees will be subject to negotiations in 1977.

The Calendar also contains a listing of 229 construction industry collective agreements that will expire in 1977, as well as a list of 14 major agreements that provide for the reopening in 1977 of specified clauses, usually wages.

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The Calendar provides an indication of the level of collective bargaining activity expected in 1977. However, at the time of publication, departmental records showed that negotiations were currently underway in approximately 276 bargaining situations where collective agreements had expired or will expire before the end of 1976. It is expected the majority of these negotiations will continue into 1977. These 276 bargaining situations cover approximately 669,625 employees.

The expiring collective agreements are listed by province and month of expiry, by industry, and alphabetically. The listings also contain union affiliation, jurisdiction and the number of employees affected.

Copies of the Calendar may be obtained from the Collective Bargaining Division, Labour Data Branch, Labour Canada, Ottawa, K1A 0J2.

INFORMATION

STRIKE AND LOCKOUT
STATISTICS FOR
SEPTEMBER 1976
SUBJECT TO REVISION

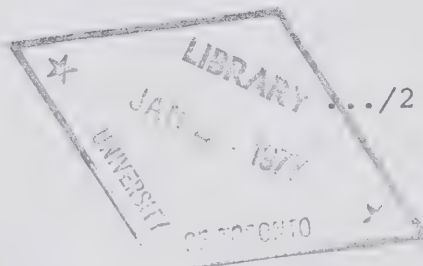
IMMEDIATE RELEASE
S.&L.11/76 - DECEMBER 29, 1976

Government
Publications

OTTAWA...Direct time loss from work stoppages due to strikes and lockouts amounted to 1,736,230 man-days in September, Labour Canada reported today. The number of stoppages was 168 and the number of workers involved was 134,465. The comparative figures for August were 188 stoppages, 88,931 workers and 953,940 man-days.

In relation to total estimated working time of non-agricultural paid workers in September, time lost represented 97 man-days per 10,000 man-days worked, compared with 50 in August.

The time lost in September includes fifteen stoppages under federal jurisdiction. These involved 3,423 workers and accounted for 38,780 man-days (or two percent of all time lost).



Twenty-eight of the work stoppages in effect in September involved 500 or more workers. Twelve of these were in Manufacturing, six in Construction, four in Services, three in Transportation & Utilities, two in Mines and one in Trade. Together these 28 large stoppages accounted for 87 percent of the time lost in September.

WORK STOPPAGES BY JURISDICTION (Preliminary)

ARRETS DE TRAVAIL SELON LA COMPETENCE GOUVERNEMENTALE (Préliminaire)

Jurisdiction	Compétence gouvernementale	Number beginning during month	Work stoppages in existence during month			Cumulative duration in man-days Jan. to Sept. Janv. à sept.
			Number	Workers involved	Duration in man-days	
		Nombre commençant le mois	Nombre	Travailleurs en cause	Durée en jours-hommes	Durée en jours-hommes cumulatifs
Nfld. - T.-N.		2	4	187	1,380	130,790
P.E.I. - I.-P.-E.		0	1	110	2,310	23,110
N.S. - N.-E.		1	4	3,131	36,600	176,260
N.B. -N.-B.		1	4	2,243	11,240	229,840
Québec		16	74	83,980	1,168,210	4,692,020
Ontario		12	37	9,153	101,970	1,393,050
Manitoba		2	2	154	1,330	89,850
Saskatchewan		3	7	788	10,210	112,770
Alberta		1	5	590	10,030	62,780
B.C. -C.-B.		8	15	30,706	354,170	1,444,740
Yukon & N.W.T. - T.-N.-O.		0	0	0	0	0
Total, provinces		46	153	131,042	1,697,450	8,355,210
Federal - Fédéral						
Public Service (1) -						
Fonction publique (1)		0	0	0	0	3,730
Federal Industries (2) -						
Industries fédérales (2)		5	15	3,423	38,780	182,950
Federal total fédéral		5	15	3,423	38,780	186,680
TOTAL		51	168	134,465	1,736,230	8,541,890

(1) Covered under the Public Service Staff Relations Act.

(2) Covered under the Canada Labour Code: Part V.

NOTE: Numbers relate only to workers directly involved in the dispute.

(1) Relevant de la Loi sur les relations de travail dans la Fonction publique.

(2) Relevant du Code canadien du travail: Partie V.

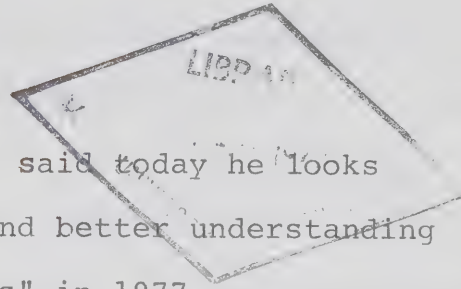
NOTE: Les chiffres se rapportent seulement aux travailleurs directement touchés par le conflit.

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INFORMATION

IMMEDIATE RELEASE
33/76 - DECEMBER 30, 1976

NEW YEAR'S MESSAGE FROM
THE HONOURABLE JOHN MUNRO
MINISTER OF LABOUR



OTTAWA....Labour Minister John Munro said today he looks forward to "improved relationships and better understanding between all parties in labour affairs" in 1977.

This optimism, said Mr. Munro, is based partly on recognition of the mutual benefits of enhanced industrial relations, and on implementation of Labour Canada's "New Initiatives" designed specifically to reduce tension surrounding industrial relations in Canada.

The multi-faceted program addresses itself to the need to improve the work environment and remove from the bargaining table as many contentious items as possible. In addition to improving the collective bargaining process itself by calling for broader-based bargaining in order to avoid sequential shut-downs in key public services, the new initiatives are geared for improvement in the structure and operation of the overall industrial relations system.

"For example, Labour Canada intends to establish a Collective Bargaining Information Centre to which all parties

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can turn for a range of relevant compensation and economic data. The provision of such information can substantially improve attitudes of all parties to the bargaining table by making them more aware of just what the economy is capable of sustaining," said the Minister.

Labour Canada is also proposing a number of programs to support labour education for individual workers as well as for labour and educational organizations. It proposes to promote the establishment of joint safety and health committees for industries under federal jurisdiction. Such committees would provide a means for sharing responsibility for safety and health between labour and management.

Other initiatives deal with improving the work environment. For example, the establishment of a National Occupational Safety and Health Centre to co-ordinate a broad range of necessary research and advisory efforts in this vital field; a Quality of Working Life Centre to conduct research and retrieve information dealing with the humanization of work and provide a range of educational, technical and consulting services.

"Of particular importance to that majority of workers not covered by collective agreements is the Normative and Voluntary Code of Good Practices, currently being developed by the Department to advise employers on prevailing good practices on a range of personnel and industrial relations issues."

The Department plans to update a number of legislated standards, notably covering hours of work provisions, paid annual leave and wage protection, as well as proposing to extend to all federal jurisdiction employees the right of grievance against alleged unjust dismissal.

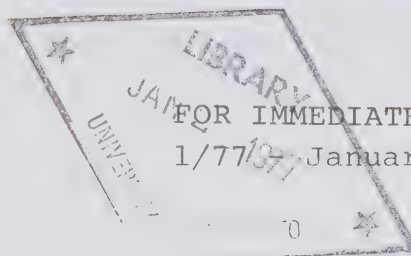
Educational opportunities available for workers is another significant issue which is being scrutinized by the Department, as well as the human rights issue in the workplace, and the studying of the adequacy of private and public pension and retirement plans.

The Minister added: "Labour Canada is particularly conscious of the need to provide means for a national focus and orientation on matters of broad national concern. It, therefore, proposes to establish a national multi-partite consultative and information forum to provide an opportunity for exchange of views on topics of major significance to Canada's socio-economic future. Such a forum, with its inputs from industry, labour, the Provinces, as well as the federal government, can lead to an orderly and responsible operation of Canada's industrial relations system which ultimately will benefit all Canadians."

INFORMATION

Government
Publications

FEDERAL MEDIATION AND
CONCILIATION SERVICE (FMCS)
DISPUTE SETTLEMENT PROCEEDINGS
FOR CALENDAR YEAR 1976



FOR IMMEDIATE RELEASE
1/77/1071 January 11, 1977

OTTAWA...The Federal Mediation and Conciliation Service of Labour Canada handled its heaviest industrial dispute caseload in 1976 since the inception of the Canada Labour Code (Part V) in 1973 and its predecessor legislation, the Industrial Relations and Disputes Investigation Act in 1948. The Service, with its headquarters in Ottawa, and field offices in Vancouver, Winnipeg, Toronto, Montreal, Halifax and St. John's, dealt with 275 collective bargaining disputes.

Of the 275 dispute caseload, 242 disputes were finalized during 1976 while 33 were still pending at the end of the year. Of the disputes finalized, 218 or 90% were settled by the FMCS without strikes or lockouts while 24 or 10% resulted in legal work stoppages, many of which were subsequently settled through further mediation assistance provided by the Service.

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Included in the work stoppages were two major disputes affecting longshoring and mining. The longshore work stoppage resulted from a 75 day lockout of some 650 Port of Halifax longshoremen by the Maritime Employers Association which was terminated in October by special ad-hoc legislation passed by Parliament. The second major work stoppage involved some 380 miners and office employees of Cyprus Anvil Mining Corporation in the Yukon Territory who were on strike for 116 days before a final settlement was reached.

In comparing 1976 proceedings with the previous year, there was an increased growth in caseload of 33 disputes or 12% over the 242 dispute caseload in 1975. In addition, the total number of settlements without work stoppage reached through the efforts of the Service in 1976 which was 90% represents an increase over the 85% figure achieved in 1975. Also, the 24 work stoppages in 1976 represent a 14% reduction in the 28 which occurred in 1975.

The FMCS proceedings for the calendar year 1976 cover twelve of the fourteen and one half months the Anti-Inflation Program has been in effect.

Federal labour jurisdiction currently covers somewhat more than 500,000 employees in such undertaking as railways, airlines, banks, broadcasting, interprovincial highway transport, grainhandling, shipping and related services, and certain crown corporation.

INFORMATION

FOR IMMEDIATE RELEASE
2/77 - January 27, 1977

Government
Publications

AMENDMENTS PROPOSED TO PART III OF LABOUR CODE

OTTAWA...Labour Minister John Munro today proposed a series of amendments to Part III of the Canada Labour Code relating to employment standards for employees within federal jurisdiction.

In the House of Commons, Mr. Munro introduced a Bill that would:

- * enable employers and employees to adopt a modified work week
- * increase from eight to 10 the number of general holidays in the year
- * provide an extra week's vacation for employees with six or more years of service.

The modified work week proposal would permit employers and employees within an undertaking to jointly adopt - after Ministerial approval - whatever work schedule they prefer, provided that over a stated period total hours worked would average the present 40-hour week.

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The present eight general holidays would be augmented by Boxing Day and Heritage Day, the third Monday in February.

The existing two-weeks annual vacation, with vacation pay at four per cent of earnings, would be increased to three weeks, with pay at six per cent, for employees with six or more years of service with one employer.

Mr. MacEachen pointed out that the amendments represent an improvement in general working conditions, as well as reflecting trends or practices in other sectors. Standards legislation provides an "umbrella of protection," particularly for unorganized employees, he added.

The proposals refer solely to employment within the federal jurisdiction, covering such areas as railways, airlines, banks, broadcasting, grainhandling, shipping and related services, interprovincial highway transport and certain crown corporations.

BACKGROUND ON BILL TO AMEND
PART III OF THE CANADA LABOUR CODE

The proposed amendments with respect to certain provisions of Part III of the Canada Labour Code are now under review. This Part of the Code concerns employment standards, hours of work, statutory holidays, vacations, etc., and, like all Parts of the Code, has application solely and specifically to employment within the federal labour jurisdiction, as distinct from the Federal Public Service.

Federal labour jurisdiction currently covers somewhat more than 500,000 employees in such undertakings as railways, airlines, banks, broadcasting, interprovincial highway transport, grainhandling, shipping and related services, and certain crown corporations. Business and industrial enterprise falling within federal labour jurisdiction are of substantial significance to the welfare of the nation as a whole. Legislation governing the standards of employment within the federal mandate reflects this national stature, as well as the need to provide basic employee entitlements, particularly for those not safeguarded by union representation.

Such legislation as this has to be reviewed constantly so as to ensure that it responds adequately to changing requirements and trends and remains compatible with other Federal statutes, such as the recent "Holidays Act".

One of the amendments seeks to accommodate the proclamation of Heritage Day within Part III of the Code, and additionally to add Boxing Day as a general holiday within the meaning of the Act. In effect, this means an increase from eight to ten in the number of annual general holidays, for employees within the federal jurisdiction. This reflects prevalent conditions in the organized sector, as well as ensuring definite employee entitlements in terms of legal holidays or remuneration in lieu thereof.

An improvement in the area of annual vacations is also being sought. Under existing provisions, an employee with more than one year's service is entitled to two weeks annual vacation, with vacation pay calculated at four per cent of previous year's earnings. Without changing this present entitlement, the proposed amendment would increase the length of vacation to three weeks after six years of continuous service with one employer. Vacation pay would equate with six per cent of annual earnings.

Again, this amendment would also reflect existing practice in the private sector.

The final amendment would facilitate a modified work week - modified to the extent that hours of work regulations could accommodate a broader spread of working hours.

In essence, the proposed amendment would permit employers and employees within a particular undertaking to jointly adopt whatever working schedule they prefer,

provided (1) that over a stated period of time the total hours worked would average the existing 40-hour week and, (2) there would be no reduction in the quality of service or convenience to the public.

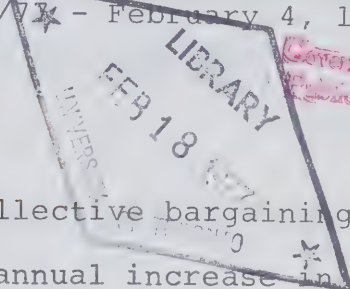
For example, a working week of four 10-hour days might be chosen; or three 12-hour days; or possible seven $11\frac{1}{2}$ -hour days with seven days off - all depending on the particular undertaking, and the wishes of the parties. Such modified work schedules would obviously allow for increased flexibility, while retaining the principle of the 40-hour week. However, changes in existing work schedules would in all cases have to receive prior Ministerial approval in the form of an official permit to be issued following formal application by both parties.

January 26, 1977

INFORMATION

COLLECTIVE AGREEMENT SETTLEMENT
STATISTICS FOR THE YEAR 1976
AND FOR THE FOURTH QUARTER 1976.
SUBJECT TO REVISION

FOR IMMEDIATE RELEASE
3/77 - February 4, 1977.



OTTAWA.... In 1976 there were 599 major collective bargaining settlements which provided for an average annual increase in base rates of 10.5 per cent, according to a report issued by Labour Canada. The corresponding average annual increase in base rates provided by 416 major settlements in 1975 was 17.1 per cent.

This information is based on an analysis of collective agreement settlements covering 500 or more workers in industries (other than construction) within both the federal and provincial jurisdictions.

Of the 599 settlements, 308 were classified as one-year agreements, 187 as two-year agreements and 104 as three-year agreements.

The 308 one-year agreements provided for an average annual increase in base rates of 11.8 per cent. The two-year agreements provided for average increases of 12.6 per cent in the first year and 8.0 per cent in the second. The three-year agreements provided for average increases of 14.6 per cent in the first year, 7.1 per cent in the second year and 5.2 per cent in the third year.

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There were 149 settlements in 1976 which provided for a COLA clause. These settlements provided for a 9.0 per cent average annual increase in base rates (excluding the effect of the COLA clause). The 450 settlements without a COLA clause provided for an average annual increase of 11.5 per cent.

Settlements in the Fourth Quarter 1976

There were 147 major collective bargaining settlements in the fourth quarter of 1976, and these provided for an average annual increase in base rates of 8.3 per cent in compound terms. The comparable figure for the third quarter of 1976 was 9.8 per cent.

There were 71 settlements in the fourth quarter which were classified as one-year agreements, 50 were classified as two-year agreements and 26 as three-year agreements.

The 71 one-year agreements provided for an average annual increase of 9.7 per cent. The two-year agreements provided for average increases of 10.2 per cent in the first year and 6.8 per cent in the second year. The three-year agreements provided for average increases of 9.7 per cent in the first year, 4.4 per cent in the second year and 3.1 per cent in the third year.

Of the 147 settlements in the fourth quarter of 1976, 39 provided for a cost of living allowance (COLA); and the average annual increase in base rates for these settlements was 6.3 per cent (excluding the effect of the COLA clause).

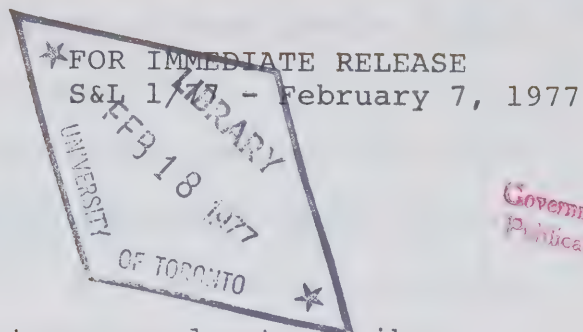
The remaining 108 settlements without a COLA clause provided for an annual average increase in the base rates of 9.3 per cent.

It should be noted that, where confirmed data were available, the settlement statistics shown above take into account the effect of rulings of the Anti-Inflation Board and subsequent ratification by the bargaining parties.

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INFORMATION

STRIKE AND LOCKOUT
STATISTICS FOR
OCTOBER 1976
SUBJECT TO REVISION



Government
Publications

OTTAWA...Direct time loss from work stoppages due to strikes and lockouts amounted to 1,646,500 man-days in October, 1976 Labour Canada reported today. The number of stoppages was 155 and the number of workers involved was 904,953. The comparative figures for September were 175 stoppages, 136,027 workers and 1,738,990 man-days.

In relation to total estimated working time of non-agricultural paid workers in October, time lost represented 92 man-days per 10,000 man-days worked, compared with 97 in September.

The time lost in October includes eight stoppages under federal jurisdiction. These involved 4,030 workers and accounted for 30,420 man-days (or two percent of all time lost).

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Twenty-six of the work stoppages in effect in October involved 500 or more workers. One of these was the day of protest called by the CLC for October 14, 1976. Of the others, eleven were in Manufacturing, six in Services, three in Construction, two in Transportation & Utilities, and one each in Mines, Trade and Public Administration. Together these 26 large stoppages accounted for 92 percent of the time lost in October.

WORK STOPPAGES BY JURISDICTION (Preliminary)

ARRETS DE TRAVAIL SELON LA COMPETENCE GOUVERNEMENTALE (Préliminaire)

Jurisdiction	Compétence gouvernementale	Number beginning during month	Work stoppages in existence during month		Cumulative duration in man-days
			Number	Workers involved	
				Travailleurs en cause	
		Nombre pendant le mois	Nombre		Durée en jours-hommes cumulatifs
Nfld. - T.-N.		5	6	932	2,060
P.E.I. - I.-P.-E.		0	1	110	2,200
N.S. - N.-E.		0	2	1,650	15,400
N.B. - N.-B.		2	5	2,718	7,580
Québec		10	70	50,545	628,630
Ontario		17	36	7,011	74,940
Manitoba		0	1	145	2,900
Saskatchewan		2	7	1,779	12,020
Alberta		4	8	3,922	27,430
B.C. - C.-B.		6	10	2,111	12,920
Total, provinces		46	146	70,923	786,000
Federal - Fédéral					
Public Service (1) - Fonction publique (1)		0	0	0	3,400
Federal Industries (2) - Industries fédérales (2)		2	8	4,030	215,640
Federal total fédéral		2	8	4,030	219,040
"Day of Protest" - "Grève générale"		1	1	830,000	830,000
TOTAL		49	155	904,953	1,646,500
					9,873,760

(1) Covered under the Public Service Staff Relations Act.

(2) Covered under the Canada Labour Code: Part V.

(1) Relevant de la Loi sur les relations de travail dans la Fonction publique.

(2) Relevant du Code canadien du travail: Partie V.

NOTE: Numbers relate only to workers directly involved in the dispute.

NOTE: Les chiffres se rapportent seulement aux travailleurs directement touchés par le conflit.

INFORMATION

STRIKE AND LOCKOUT
STATISTICS FOR
NOVEMBER 1976
SUBJECT TO REVISION

IMMEDIATE RELEASE

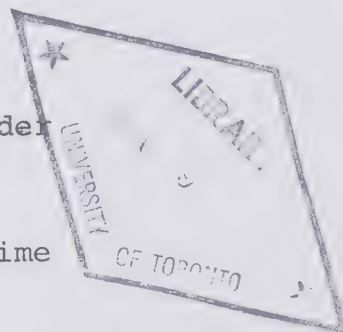
S. & L. 2/77 March 1, 1977

Government
Publications

OTTAWA...Direct time loss from work stoppages due to strikes and lockouts amounted to 491,380 man-days in November, 1976, Labour Canada reported today. The number of stoppages was 129 and the number of workers involved was 51,260. The comparative figures for October were 155 stoppages, 904,953 workers and 1,646,500 man-days.

In relation to total estimated working time of non-agricultural paid workers in October, time lost represented 26 man-days per 10,000 man-days worked, compared with 92 in September.

The time lost in November includes six stoppages under federal jurisdiction. These involved 1,091 workers and accounted for 14,220 man-days (or three percent of all time lost).



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Sixteen of the work stoppages in effect in November involved 500 or more workers. Eight of these were in Manufacturing, seven in Services, and one in Transportation & Utilities. Together these 16 large stoppages accounted for 70 percent of the time lost in November.

ARRETS DE TRAVAIL SELON LA COMPETENCE GOUVERNEMENTALE (Préliminaire)

(1) Covered under the Public Service Staff Relations Act.
(2) Covered under the Canadian Labour Code: Part V.

NOTE : Les chiffres se rapportent seulement aux travailleurs directement touchés par le conflit.

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INFORMATION

FOR IMMEDIATE RELEASE
5/77 - April 21, 1977



Gouvernement
Public

DIRECTOR APPOINTED,
MEDIATION AND
CONCILIATION BRANCH,
LABOUR CANADA

OTTAWA...Labour Minister John Munro today announced the appointment by the Public Service Commission of Guy de Merlis as Director of the Mediation and Conciliation Branch, Labour Canada, effective April 1, 1977.

Mr. de Merlis, 55, graduated from Carleton University in 1949 with a Bachelor of Journalism Degree following which he completed post-graduate work in economics.

From 1949 to 1952 he was engaged as a journalist in various capacities for Ottawa's Le Droit. He also served at this time as secretary and president of "Le Syndicat des Journalistes d'Ottawa", a CNTU affiliate union.

Mr. de Merlis began his public service career in 1952 as editor of Labour Canada's La Gazette du Travail. From 1963 to 1966 he was Executive Assistant to the Deputy Minister, followed by a posting to Brussels as Labour Counsellor in

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both the Canadian Embassy and the Canadian Mission to the European Economic Community.

In 1970 Mr. de Merlis returned to Ottawa and held the position of Assistant Director, International and Provincial Relation Branch, Labour Canada, until March 1, 1976, at which time he was appointed Acting Director of the Mediation and Conciliation Branch.

INFORMATION



FOR IMMEDIATE RELEASE
6/77 - April 26, 1977

FIRST WOMAN APPOINTED CHAIRMAN OF ILO METAL TRADES COMMITTEE

OTTAWA....Mrs. Lucille Delaney-Caron, of the International and Provincial Relations Branch, Labour Canada, has been appointed the first woman Chairman of the International Labour Organization's Metal Trades Committee, which will hold its 10th Session in Geneva, Switzerland, April 20-28, 1977.

She is only the third woman appointed to the chairmanship of an ILO Industrial Activities Committee.

Mrs. Delaney-Caron, a graduate of Carleton University in Industrial Sociology and Industrial Psychology, came to Labour Canada in 1973 as promotional officer for the Women's Bureau. Later she held the post of assistant director of the Women's Bureau.

In October 1975, she assumed her present position of Coordinator, International Information Services of the International and Provincial Relations Branch.

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Summing up her reaction to the ILO appointment, Mrs. Delaney-Caron said, "I am pleased both on a personal basis and because it may open the way for other appointments of women to functions considered mainly masculine."

She added that a chairman of an ILO Industrial Activities Committee does not need to be an expert in the subject matter; rather the role is to ensure smooth functioning of the Committee in accordance with the general policies and standing orders of the ILO Governing Body.

Mrs. Delaney-Caron, 35, was born in Arvida, Quebec and is a member of "Des Droits et Libertés de la Personne" (Quebec Human Rights Commission).

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INFORMATION

Government
Publications

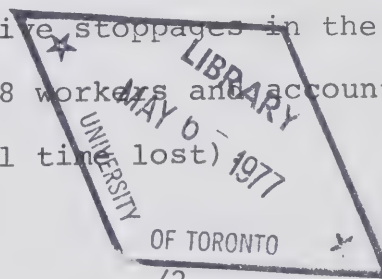
IMMEDIATE RELEASE
S.&L. 4/77 - ARIL 27, 1977

STRIKE AND LOCKOUT
STATISTICS FOR
JANUARY 1977
SUBJECT TO REVISION

OTTAWA...Direct time loss from work stoppages due to strikes and lockouts amounted to 201,700 man-days in January 1977, Labour Canada reported today. The number of stoppages was 95 and the number of workers involved was 26,820. The comparative figures for December 1976 were 120 stoppages, 45,352 workers and 258,990 man-days.

In relation to total estimated working time of non-agricultural paid workers in January, time lost represented 12 man-days per 10,000 man-days worked, compared with 14 in December.

The time lost in January includes five stoppages in the federal jurisdiction. These involved 408 workers and accounted for 1,860 man-days (or one percent of all time lost)



Eleven of the work stoppages in effect in January involved 500 or more workers. Six of these were in Manufacturing, two in Services, and one each in Fishing, Mining and Construction. Together these 11 large stoppages accounted for 52 percent of the time lost in January.

WORK STOPPAGES BY JURISDICTION (Preliminary)

ARRETS DE TRAVAIL SELON LA COMPETENCE GOUVERNEMENTALE (Preliminaire)

Jurisdiction	Number beginning during month	Work stoppages in existence during month		Duration in man-days
		Number	Workers involved	
Compétence gouvernementale	Nombre commencé pendant le mois	Nombre	Travailleurs en cause	Durée en jours-hommes
Nfld. - T.-N.	1	1	950	19,950
P.E.I. - I.-P.-E.	0	0	0	0
N.S. - N.-E.	0	1	23	100
N.B. - N.-B.	2	2	225	390
Québec	10	39	7,088	110,130
Ontario	13	29	15,975	45,610
Manitoba	2	4	487	5,430
Saskatchewan	3	3	556	3,210
Alberta	0	4	451	8,970
B.C. -C.-B.	5	7	657	6,050
Yukon & N.W.T. - T.-N.-O.	0	0	0	0
Total, provinces	36	90	26,412	199,840
Federal - Fédéral				
Public Service (1) - Fonction publique (1)	0	0	0	0
Federal Industries (2) - Industries fédérales (2)	4	5	408	1,860
Federal total fédéral	4	5	408	1,860
TOTAL	40	95	26,820	201,700

(1) Covered under the Public Service Staff Relations Act.
(2) Covered under the Canada Labour Code: Part V.

(1) Relevant de la Loi sur les relations de travail dans la Fonction publique.
(2) Relevant du Code canadien du travail: Partie V.

NOTE: Numbers relate only to workers directly involved in the dispute.

NOTE: Les chiffres se rapportent seulement aux travailleurs directement touchés par le conflit.

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INFORMATION

FOR IMMEDIATE RELEASE
7/77 - April 29, 1977

Government
Publications

LABOUR CANADA ANNOUNCES UNIVERSITY RESEARCH GRANTS

OTTAWA...Labour Minister John Munro today announced Labour Canada is granting a total of \$40,000 to 13 university research projects on labour and industrial relations. The Minister said the grants, an ongoing program of Labour Canada, would contribute to improving knowledge of labour relations in Canada.

The recipients are: Viateur Larouche, Université de Montréal, \$4,000 for a project on "Satisfaction au travail et groupes professionnels"; C.R.P. Fraser and H.D. Drechsler, University of British Columbia, \$3,000, "The Impact of Collective Bargaining on the Isolated Mining Community"; Larry F. Moore, University of British Columbia, \$3,900, "The Impact of Unionization on Canadian Banks"; Jeffrey Gandz, York University, \$2,500, "Grievance Arbitration: Factors associated with its choice as a conflict resolution process"; Gérard Hébert, Université de Montréal, \$5,000, "Traité sur la négociation collective"; Jill McCalla Vickers, Carleton University, \$2,000, "Collective Bargaining in Canadian Universities: A Special Case

of the Unionization of Highly-Trained Manpower"; Michael G. Abbott and Pardeep Kumar, Queen's University, \$4,100, "Inter-Industry Wage Structure and Trade Unionism in Canadian Manufacturing"; Charles MacDonald, Simon Fraser University, \$2,000, "Canadian Seamen's Union History Project"; John Knighton Chadwick-Jones, Saint Mary's University, Halifax, \$2,500, "A study of absence indices and their correlates in banking organizations"; Michael Robert Smith, McGill University, \$2,000, "A Disaggregated Analysis of Strikes in Canada"; Thomas George Ashlee, London School of Economics and Political Science, \$4,000, "Power and Leadership in Canadian Trade Unions"; Laurel Sefton MacDowell, University of Toronto, \$1,000, "The C.I.O. in Canada 1937 to 1948"; André Rousseau, Université de Montréal, \$4,000, "L'entreprise et le droit du travail".

The committee which awarded the grants was made up of: R. Joyner, Dean of Business, McMaster University; B. Adell, Dean of Law, Queen's University; Jean Ladouceur, Vice-Dean, Administration, Université de Moncton; N. Meltz, Director, Industrial Relations Centre, University of Toronto; J. Sexton, Professor of Industrial Relations, Laval University; and E. Walker, Labour Canada, who acted as secretary. There were also three other Labour Canada representatives, Trent Gow,

Vic Johnston and Garfield Clack, in addition to the chairmanship of the committee, Dr. R.W. Crowley, Director-General of Research and Program Development, Labour Canada.

The 13 grant recipients were chosen from a total of 55 applications.

The first part of the paper discusses the importance of maintaining accurate records of all transactions. It is essential for the business to have a clear and concise record of all income and expenses. This will allow the business to track its financial performance over time and identify areas for improvement. The second part of the paper discusses the importance of maintaining accurate records of all assets and liabilities. This will allow the business to track its net worth over time and identify areas for improvement. The third part of the paper discusses the importance of maintaining accurate records of all debts and obligations. This will allow the business to track its financial obligations over time and identify areas for improvement. The fourth part of the paper discusses the importance of maintaining accurate records of all taxes and other legal obligations. This will allow the business to track its financial obligations over time and identify areas for improvement. The fifth part of the paper discusses the importance of maintaining accurate records of all other financial information. This will allow the business to track its financial performance over time and identify areas for improvement.

INFORMATION

IMMEDIATE RELEASE
LIBRARY May 4, 1977

UNIVERSITY OF TORONTO

COLLECTIVE AGREEMENT SETTLEMENT
STATISTICS FOR THE FIRST QUARTER
1977 AND THE THREE PREVIOUS
QUARTERS.
SUBJECT TO REVISION.

OTTAWA.... Collectively bargained settlements in the first quarter of 1977 displayed a slightly higher rate of wage increase than those in the fourth quarter of 1976, according to a report issued by Labour Canada.

The 115 settlements during the first quarter produced average annual increases in base rates of 8.6 per cent in compound terms. The comparable figure for the fourth quarter of 1976 was 8.2 per cent.

The figures are based on an analysis of collective agreements covering 500 or more workers in industries (other than construction) within both the federal and provincial jurisdictions.

There were 77 settlements in the first quarter which were classified as one-year agreements, 30 were classified as two-year agreements and 8 as three-year agreements.

While the 115 agreements settled in the first quarter provided for average annual increases in base rates equal to 8.6 per cent, in one-year agreements it was 8.6 per cent. In two-year agreements the annual average increase was 9.8 per cent for the first year and 8.3 per cent for the second year. In three-year agreements it was 7.2 per cent for the first year, 5.1 per cent for the second year and 4.4 per cent for the third year.

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Of the 115 settlements during the first quarter of 1977, 29 provided for a cost of living allowance (COLA); and the average annual increase in base rates for these settlements was 8.0 per cent (excluding the effect of the COLA clause). The remaining 86 settlements without a COLA clause provided for an annual average increase in base rates of 8.8 per cent.

Summary of Last Four Quarters

During the 12-month period ending with the first quarter, 1977, there were 610 major collective agreements settled. These settlements provided for an average annual increase in base rates of 9.5 per cent.

Of the 610 settlements, 346 were classified as one-year agreements, 178 as two-year agreements and 86 as three-year agreements.

The 346 one-year agreements provided for an average annual increase in base rates of 8.2 per cent. The two-year agreements provided for increases of 10.8 per cent for the first year and 8.0 per cent for the second. The three-year agreements provided for increases of 9.8 per cent in the first year, 4.5 per cent in the second year and 3.0 per cent in the third year.

There were 154 settlements negotiated in the 12-month period ending with the first quarter, 1977, which contained a COLA clause. These 154 settlements provided for an 8.7 per cent average annual increase in base rates (excluding the effect of the COLA clause), while the 456 settlements without a COLA clause provided for an average annual increase of 10.0 per cent.

It should be noted that, where confirmed data were available, the settlement statistics shown above take into account the effect of rulings of the Anti-Inflation Board and subsequent ratification by the bargaining parties.

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INFORMATION

IMMEDIATE RELEASE
S & L, 5/77 May 10, 1977

STRIKE AND LOCKOUT
STATISTICS FOR
FEBRUARY 1977
SUBJECT TO REVISION

OTTAWA...Direct time loss from work stoppages due to strikes and lockouts amounted to 199,440 man-days in February 1977, Labour Canada reported today. The number of stoppages was 106 and the number of workers involved was 18,605. The comparative figures for January were 95 stoppages, 26,820 workers and 201,700 man-days.

In relation to total estimated working time of non-agricultural paid workers in February, time lost represented 12 man-days per 10,000 man-days worked, the same as in January.

The time lost in February includes five stoppages in the federal jurisdiction. These involved 745 workers and accounted for 12,330 man-days (or six percent of all time lost).

Eleven of the work stoppages in effect in February involved 500 or more workers. Four of these were in Services, three in Manufacturing, two in Mining and two in Construction. Together these 11 large stoppages accounted for 42 percent of the time lost in February.

WORK STOPPAGES BY JURISDICTION (Preliminary)

ARRETS DE TRAVAIL SELON LA COMPETENCE GOUVERNEMENTALE (Préliminaire)

Jurisdiction	Number beginning during month	Work stoppages in existence during month				Cumulative duration in man-days Jan.-Feb. janv.-fév.
		Nombre commencé pendant le mois	Number	Arrêts de travail en cours pendant le mois		
				Workers involved Travailleurs en cause	Duration in man-days Durée en jours-hommes	
Compétence gouvernementale	Nombre	Travailleurs en cause	Durée en jours-hommes	Durée en jours-hommes cumulatifs		
Nfld. - T.-N.	8	3,587	39,150	59,100		
P.E.I. - I.-P.-E.	0	0	0	0		
N.S. - N.-E.	2	28	210	220		
N.B. -N.-B.	1	20	10	400		
Québec	11	8,605	81,720	191,850		
Ontario	13	4,389	56,290	101,900		
Manitoba	1	233	3,240	8,670		
Saskatchewan	1	330	140	3,350		
Alberta	0	133	2,690	11,660		
B.C. -C.-B.	1	535	3,750	9,800		
Yukon & N.W.T. - T.-N.-O.	0	0	0	0		
Total, provinces	38	17,860	187,110	386,950		
Federal - Fédéral						
Public Service (1) -						
Fonction publique (1)	0	0	0	0		
Federal Industries (2) -						
Industries fédérales (2)	1	745	12,330	14,190		
Federal total fédéral	1	745	12,330	14,190		
TOTAL	39	18,605	199,440	401,140		

(1) Covered under the Public Service Staff Relations Act.

(1) Relevant de la Loi sur les relations de travail dans la Fonction publique.

INFORMATION

FOR IMMEDIATE RELEASE
INQ. 2/77 - May 11, 1977

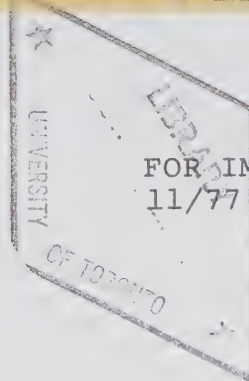
BELL CANADA, MONTREAL,
QUEBEC, AND COMMUNICATIONS
UNION CANADA
(REPRESENTING A UNIT OF TRAFFIC
DEPARTMENT AND DINING SERVICE
EMPLOYEES)

OTTAWA...Labour Minister John Munro today released the report of Conciliation Commissioner, Pierre Dufresne of Ville St-Laurent, Quebec, who was appointed to deal with a collective bargaining dispute between Bell Canada, Montreal, Quebec, and Communications Union Canada (representing a unit of Traffic Department and Dining Service employees).

The dispute affects some 8,500 telephone operators, instructors, service analysts, customer instructors, traffic office clerks and dining service employees.

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INFORMATION



FOR IMMEDIATE RELEASE
11/77 - May 31, 1977

J.H. CURRIE NAMED TO
CENTRE FOR OCCUPATIONAL
HEALTH AND SAFETY

OTTAWA...Labour Minister John Munro today announced the assignment of J.H. Currie as Director-General of the Planning Secretariat, Canadian Centre for Occupational Health and Safety. Mr. Currie was formerly Director of the Occupational Safety and Health Branch of Labour Canada.

The secretariat will undertake the planning and implementation of this Centre which is part of the Government's 14-point program to improve labour relations and to provide a better working environment for Canadians. The establishment of this Centre is being undertaken in co-operation with the Department of National Health and Welfare, and will provide for participation by provincial governments, labour, management and the scientific community. Its principal task will be to foster research and studies, and to assemble and disseminate the best available information on the problems of occupational health and safety in Canada.

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INFORMATION

IMMEDIATE RELEASE

S. & L.-6/77 - June 1, 1977

Government
Publications

STRIKE AND LOCKOUT
STATISTICS FOR
MARCH 1977
SUBJECT TO REVISION

OTTAWA...Direct time loss from work stoppages due to strikes and lockouts amounted to 198,240 man-days in March 1977, Labour Canada reported today. The number of stoppages was 127 and the number of workers involved was 23,153. The comparative figures for February were 106 stoppages, 18,605 workers and 199,440 man-days.

In relation to total estimated working time of non-agricultural paid workers in March, time lost represented 10 man-days per 10,000 man-days worked, as compared to 12 in February.

The time lost in March includes 14 stoppages in the federal jurisdiction. These involved 3,245 workers and accounted for 18,390 man-days (or 9 percent of all time lost).

Fourteen of the work stoppages in effect in March involved 500 or more workers. Eight of these were in Manufacturing, two in Services, and one each in Mining, Construction, Transportation & Utilities and Public Administration. Together these 14 large stoppages accounted for 37 percent of the time lost in March.

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WORK STOPPAGES BY JURISDICTION (Preliminary)

ARRÊTS DE TRAVAIL SELON LA COMPÉTENCE GOUVERNEMENTALE (Préliminaire)

Jurisdiction	Number beginning during month	Work stoppages in existence during month		Cumulative duration in man-days Jan.-March Janv.-mars
		Number	Workers involved	
Compétence gouvernementale	Nombre commencé pendant le mois	Nombre	Travailleurs en cause	Durée en jours-hommes cumulatifs
Nfld. - T.-N.	1	4	1,731	18,230
P.E.I. - I.-P.-E.	0	0	0	0
N.S. - N.-E.	1	3	109	150
N.B. - N.-B.	5	5	1,533	2,570
Québec	18	49	9,783	107,540
Ontario	18	36	3,495	40,070
Manitoba	0	1	145	3,340
Saskatchewan	7	7	1,051	1,680
Alberta	1	3	154	2,770
B.C. - C.-B.	2	5	1,907	3,500
Yukon & N.W.T. - T.-N.-O.	0	0	0	0
Total, provinces	53	113	19,908	179,850
Federal - Fédéral				
Public Service (1) - Fonction publique (1)	6	6	1,065	1,590
Federal Industries (2) - Industries fédérales (2)	4	8	2,180	16,800
Federal total fédéral	10	14	3,245	18,390
TOTAL	63	127	23,153	198,240
				599,380

INFORMATION

Government
Publication

FOR IMMEDIATE RELEASE
12/77 - June 2, 1977

REPORT OF COMMISSION ON GRAIN ELEVATORS PUBLISHED

OTTAWA...Labour Minister John Munro today announced publication of the report of the Finn Commission of Inquiry into health and safety in grain elevators.

Dr. Liam Finn, Dean of the Faculty of Applied Sciences at the University of British Columbia, was appointed sole member of the commission by the Labour Minister in 1975 following an October 3 explosion and fire in the workhouse of the elevators of Burrard Terminals Limited, Vancouver.

The inquiry was undertaken in the interests of improving the safety and protecting the health of employees in and about terminal grain elevators. While the inquiry focussed on West Coast terminals, its findings and recommendations have application throughout the industry in Canada.

The commission, which held 46 hearings and heard 101 witnesses, makes 35 recommendations in its report. The recommendations deal mainly with standards to be

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established to prevent fire and explosions, to protect workers from dangerous machinery and to ensure the protection of the health and safety of workers in terminals through measures such as worker education, training and medical examinations.

Mr. Munro, in announcing the publication, pointed out that steps to improve health and safety in the terminals had been taken by Labour Canada before the report was submitted.

While formal publication of the report is only now in progress due to technical factors, its contents have been known to both labour and management for some time so that the implementation of recommendations and improvements could get as early a start as possible. In some cases, steps were taken by Labour Canada as soon as facts revealed by the hearings indicated necessary action.

The Department has, for instance, already begun research into the health effects of grain dust and established maximum permissible dust levels, and Labour Canada officials regularly monitor workers' personal exposure to grain dust.

Copies of the report will be available from Labour Canada's regional offices located in Moncton, Montreal, Toronto, Winnipeg and Vancouver.

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INFORMATION

Government
Publications

IMMEDIATE RELEASE

S. & L.-7/77 - JUNE 28, 1977

STRIKE AND LOCKOUT
STATISTICS FOR
APRIL 1977
SUBJECT TO REVISION

OTTAWA...Direct time loss from work stoppages due to strikes and lockouts amounted to 341,710 man-days in April 1977, Labour Canada reported today. The number of stoppages was 149 and the number of workers involved was 38,522. The comparative figures for March were 127 stoppages, 23,153 workers and 198,240 man-days.

In relation to total estimated working time of non-agricultural paid workers in April, time lost represented 20 man-days per 10,000 man-days worked, as compared to 10 in March.

The time lost in April includes 10 stoppages in the federal jurisdiction. These involved 2,440 workers and accounted for 17,050 man-days (or 5 percent of all time lost).

Twenty of the work stoppages in effect in April involved 500 or more workers. Twelve of these were in Manufacturing, three in Construction, two in Services, and one each in Mining, Transportation & Utilities and Public Administration. Together these 20 large stoppages accounted for 55 percent of the time lost in April.



WORK STOPPAGES BY JURISDICTION (Preliminary)

ARRÊTS DE TRAVAIL SELON LA COMPÉTENCE GOUVERNEMENTALE (Préliminaire)

Jurisdiction	Number beginning during month	Work stoppages in existence during month			Cumulative duration in man-days
		Arrêts de travail en cours pendant le mois			
		Number	Workers involved	Duration in man-days	
Compétence gouvernementale	Nombre	Travailleurs en cause	Durée en jours-hommes	Durée en jours-hommes cumulatifs	
Nfld. - T.-N.	3	5	650	14,320	
P.E.I. - I.-P.-E.	0	0	0	0	
N.S. - N.-E.	2	3	50	420	
N.B.- N.-B.	2	2	180	350	
Québec	28	58	14,967	169,850	
Ontario	25	50	16,419	100,490	
Manitoba	0	1	145	2,900	
Saskatchewan	7	9	1,246	2,210	
Alberta	1	4	424	6,680	
B.C.- C.-B.	4	7	2,001	27,440	
Yukon & N.W.T. - T.-N.-O.	0	0	0	0	
Total, provinces	72	139	36,082	324,660	
Federal - Fédéral					
Public Service (1) - Fonction publique (1)	2	2	260	1,040	
Federal Industries (2) - Industries fédérales (2)	0	8	2,180	16,010	
Federal total fédéral	2	10	2,440	17,050	
TOTAL	74	149	38,522	341,710	
				941,090	

(1) Covered under the Public Service Staff Relations Act.
(2) Covered under the Canada Labour Code: Part V.

(1) Relevant de la Loi sur les relations de travail dans la Fonction publique.

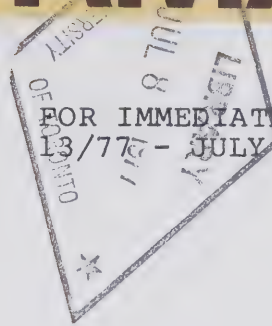
(2) Relevant du Code canadien du travail: Partie V.

NOTE: Numbers relate only to workers directly involved in the dispute.

NOTE: Les chiffres se rapportent seulement aux travailleurs directement touchés par le conflit.

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INFORMATION



Gouvernement
Publications

NEW CHIEF OF ARBITRATION SERVICES AT LABOUR CANADA

OTTAWA...Labour Minister John Munro today announced the appointment by the Public Service Commission of A.C. Sinclair as Chief of Arbitration Services in the Federal Mediation and Conciliation Services Branch at Labour Canada.

Mr. Sinclair, 51, a native of Montreal, was educated at McGill and the University of Montreal. He gained experience in labour relations and labour legislation in industry before joining the federal government service in 1966, with the National Harbours Board. He also worked as a negotiator with the Treasury Board, and most recently as an Industrial Relations Consultant with Labour Canada.

The appointment was effective June 27, 1977.

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INFORMATION

FOR IMMEDIATE RELEASE
14/77 - July 8, 1977

UNION MEMBERSHIP IN CANADA 1977

OTTAWA...At the beginning of 1977, Labour Canada reported today, union membership in Canada stood at 3,149,213, 3.5 per cent above the figure of 3,042,272 at the beginning of 1976. The increase between 1975 and 1976 had been 5.5 per cent.

Union members in 1977 represented 31.0 per cent of the total labour force and 38.2 per cent of non-agricultural paid workers. Both percentages are marginally higher than the 1976 figures of 30.6 per cent and 37.3 per cent respectively.

In 1977 there were 2,163,539 members in unions affiliated with or directly chartered by the Canadian Labour Congress; representing 68.7 per cent of total union membership.

The Confederation of National Trade Unions had 172,714 members in affiliated federations, or 5.5 per cent of the total membership. A further 2.1 per cent

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of the membership was affiliated to other central labour bodies.

Unaffiliated national and international unions and independent local labour organizations accounted for the remaining 23.7 per cent of union membership.

Unions with headquarters in the United States accounted for 49 per cent of total Canadian membership in 1977, compared with 49.6 per cent in 1976 and 51.4 per cent in 1975.

A membership of 50,000 or more was reported by 18 unions at the beginning of 1977, accounting for 52.1 per cent of total membership. The largest union is the Canadian Union of Public Employees (CLC) with 228,687 members, followed by the United Steelworkers of America (AFL-CIO/CLC) with 193,340 members and the Public Service Alliance of Canada (CLC) with 159,499 members.

Further information will be available in the forthcoming edition of Labour Organizations in Canada 1976-1977, which includes a directory of all major trade unions and central labour congresses as well as industry-related union coordinating groups and international labour organizations.

Union Membership by Congress Affiliation, 1977

Répartition des effectifs syndicaux d'après l'affiliation
aux centrales syndicales, 1977

Congress Affiliation - Centrales syndicales	Membership - Effectifs	
	Number -	Per Cent -
	Chiffres	Pourcentage
CLC - CTC.....	2,163,539	68.7
AFL-CIO/CLC - FAT-COI/CTC.....	(1,278,834)	(40.6)
CLC only - CTC seulement.....	(884,705)	(28.1)
ITU - CSN.....	172,714	5.5
ED.....	39,663	1.3
CU - CSC.....	20,822	0.7
FL-CIO only - FAT-COI seulement.....	3,857	0.1
affiliated International Unions		
Syndicats internationaux non-affiliés....	95,667	3.0
affiliated National Unions		
Syndicats nationaux non-affiliés.....	571,431	18.1
Independent Local Organizations		
Organisations locales indépendantes.....	81,520	2.6
TOTAL	3,149,213	100.0

Unions with 50,000 or more Members, 1977

Syndicats comptant 50,000 adhérents ou plus, 1977

Relative Position in 1977	1977 Membership	Relative Position in 1976
Rang en 1977	Effectifs en 1977	Rang en 1976
1. Canadian Union of Public Employees (CLC) Syndicat canadien de la Fonction publique (CTC).....	228,687	(1)
2. United Steelworkers of America (AFL-CIO/CLC) Métallurgistes unis d'Amérique (FAT-COI/CTC).....	193,340	(2)
3. Public Service Alliance of Canada (CLC) Alliance de la Fonction publique du Canada (CTC).....	159,499	(3)
4. International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC) Syndicat international d'Amérique des travailleurs unis de l'automobile, de l'aérospatiale et des instruments aratoires (CTC).....	130,000	(4)
5. National Union of Provincial Government Employees (CLC) Syndicat national des fonctionnaires provinciaux (CTC).....	101,131	
6. United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC) Fraternité unie des charpentiers et menuisiers d'Amérique (FAT-COI/CTC)...	89,010	(5)
7. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Ind.) Fraternité internationale d'Amérique des camionneurs, chauffeurs, préposés d'entrepôt et aides (Ind.)...	86,603	(7)

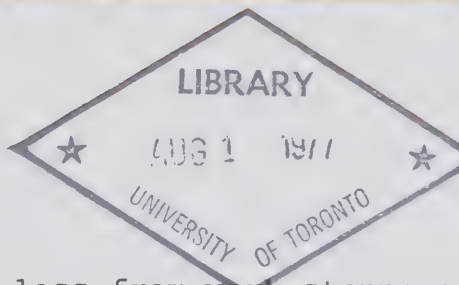
8. Corporation des enseignants du Québec (Ind.) Québec Teachers' Corporation (Ind.)....	85,000	(6)
9. International Brotherhood of Electrical Workers (AFL-CIO/CLC) Fraternité internationale des ouvriers en électricité (FAT-COI/CTC).	63,914	(8)
10. Ontario Public Service Employees Union (Ind.) L'association des fonctionnaires provinciaux de l'Ontario (Ind.).....	63,340	(12)
11. Labourers' International Union of North America (AFL-CIO/CLC) Union internationale des journaliers d'Amérique du Nord (FAT-COI/CTC).....	61,169	(9)
12. Fédération des affaires sociales (CSN) Social Affairs Federation (CNTU).....	57,500	(15)
13. International Woodworkers of America (AFL-CIO/CLC) Syndicat international des travailleurs du bois (FAT-COI/CTC)....	56,741	(14)
14. Canadian Paperworkers Union (CLC) Syndicat canadien des travailleurs du papier (CTC).....	56,000	(13)
15. Service Employees International Union of Canada (AFL-CIO/CLC) Union internationale des employés des services du Canada (FAT-COI/CTC)..	55,000	(16)
16. International Association of Machinists and Aerospace Workers (AFL-CIO/CLC) association internationale des machinistes et des travailleurs de l'aérospatiale (FAT-COI/CTC)	54,819	(11)
17. Canadian Food and Allied Workers District 15 Council (AFL-CIO/CLC) Travailleurs canadiens de l'alimentation et d'autres industries, conseil du district 15 (FAT-COI/CTC).....	50,000	(10)
18. Retail Clerks' International Association (AFL-CIO/CLC) Union internationale des employés de commerce (FAT-COI/CTC).....	50,000	*

Fewer than 50,000 members in 1976

Moins de 50,000 adhérents en 1976

INFORMATION

STRIKES AND LOCKOUTS
IN CANADA 1976



IMMEDIATE RELEASE
15/77 - July 21, 1977

OTTAWA...Direct time loss from work stoppages due to strikes and lockouts in 1976 amounted to 11,609,890 man-days according to revised final figures in a Labour Canada report issued today. This revised figure is higher than the preliminary figure previously issued, and is the highest annual figure for man-days lost ever recorded. Even so, it represents only 0.55 percent of total working time.

Included in the 1976 total are 830,000 man-days for the "day of protest" on October 14th, and four other large stoppages each involving 500,000 or more man-days lost.

The number of work stoppages during the year, 1,039 was less than in 1975 or 1974.

Work stoppages under federal jurisdiction, both under the Public Service Staff Relations Act and under the Canada Labour Code Part V, accounted for 229,560 man-days lost, or two percent of total time lost in 1976.

Further statistics on work stoppages are contained in the Labour Canada report, Strikes and Lockouts in Canada, 1976.

The report also includes a listing of all strikes and lockouts during the year involving 100 or more workers. The publication is on sale through the Printing and Publishing Branch, Supply and Services Canada, Ottawa, K1A 0S9.

TIME PERSPECTIVE ON WORK STOPPAGES

ETAT RETROSPECTIF DES ARRETS DE TRAVAIL

Period Période	Number beginning during month	Work stoppages in existence during month or year Arrêts de travail en cours pendant le mois ou l'année		% of estimated working time
		Number commencé pendant le mois	Workers involved Travailleurs en cause	% du temps ouvrable estimatif
Year - Année				
1971	547	569	239,631	0.16
1972	556	598	706,474	0.43
1973	677	724	348,470	0.30
1974	1,173	1,218	580,912	0.46
1975	1,103	1,171	506,443	0.53
1976	921	1,039	1,570,940	0.55
January-janvier	47	165	55,326	0.48
February-février	60	171	152,403	0.34
March-mars	96	179	168,085	0.24
April-avril	88	181	278,552	0.41
May-mai	107	186	245,199	0.39
June-juin	135	260	171,334	0.64
July-juillet	84	219	83,388	0.68
August-août	78	206	116,648	0.62
September-septembre	59	185	136,482	1.08
October-octobre	78	181	927,888	1.14
November-novembre	52	138	54,886	0.26
December-décembre	37	110	45,090	0.13
TOTAL	921	1,039 (1)	1,570,940 (1)	0.55

(1) This annual total is less than the sum of the monthly figures as many work stoppages last longer than a month and, therefore, the same stoppage and related workers can be included in more than one month.

(1) Ce total annuel est moins que la somme des chiffres mensuels étant donné que beaucoup d'arrêts de travail ont duré plus qu'un mois et ainsi, les mêmes arrêts et les mêmes travailleurs peuvent être inclus dans plus qu'un mois

WORK STOPPAGES BY JURISDICTION (Preliminary)

ARRETS DE TRAVAIL SELON LA COMPETENCE GOUVERNEMENTALE (Préliminaire)

Jurisdiction	Number beginning during month	Work stoppages in existence during month		
		Number	Workers involved	Duration in man-days
Compétence gouvernementale	Nombre commencé pendant le mois	Nombre	Travailleurs en cause	Durée en jours-hommes
Nfld. - T.-N.	46	51	8,110	130,560
P.E.I. - I.-P.-E.	4	4	515	8,030
N.S. - N.-E.	22	25	7,550	196,680
N.B. - N.-B.	34	41	17,232	242,640
Québec	314	357	448,542	6,465,650
Ontario	239	279	109,504	1,671,090
Manitoba	25	30	8,935	98,190
Saskatchewan	57	57	20,239	139,900
Alberta	26	27	7,532	106,910
B.C. -C.-B.	81	93	83,149	1,490,680
Total, provinces	848	964	711,308	10,550,330
Federal - Fédéral				
Public Service (1) - Fonction publique (1)	12	12	9,097	12,490
Federal Industries (2) - Industries fédérales (2)	60	62	20,535	217,070
Federal total fédéral	72	74	29,632	229,560
"Day of Protest" - "Grève générale"	1	1	830,000	830,000
TOTAL	921	1,039	1,570,940	11,609,890

(1) Covered under the Public Service Staff Relations Act.

(2) Covered under the Canada Labour Code: Part V.

NOTE: Numbers relate only to workers directly involved in the dispute.

(1) Relevant de la Loi sur les relations de travail dans la Fonction publique.

(2) Relevant du Code canadien du travail: Partie V.

NOTE: Les chiffres se rapportent seulement aux travailleurs directement touchés par le conflit.

WORK STOPPAGES BY INDUSTRY (Preliminary)

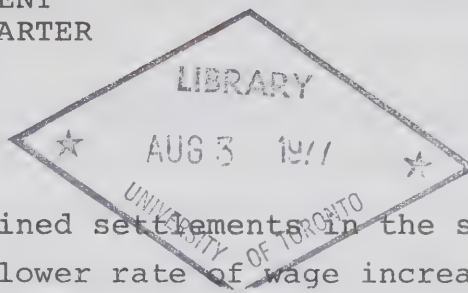
ARRETS DE TRAVAIL PAR INDUSTRIE (Préliminaire)

Industry Industrie	Number beginning during month	Work stoppages in existence during month Arrêts de travail en cours pendant le mois		Workers involved Travailleurs en cause	Duration in man-days Durée en jours-hommes
		Number commencé pendant le mois	Number Nombre		
Agriculture	0	0	0	0	0
Forestry-Forêts	3	4	784	36,320	
Fishing-Pêche	1	1	350	350	
Mines	45	49	24,930	579,430	
Manufacturing- Industries manufacturières	374	457	166,534	4,493,260	
Construction	75	76	135,668	2,856,370	
Transp. & Utilities- Transp. & serv. publics	137	142	52,065	622,630	
Trade-Commerce	82	93	8,518	199,550	
Finance-Finances	6	8	168	13,110	
Service-Services	137	147	148,840	1,298,490	
Public Admin. - Admin. publique	58	59	22,883	62,680	
Various industries- Industries diverses	2	2	180,200	617,700	
"Day of Protest" - "Grève générale"	1	1	830,000	830,000	
TOTAL	921	1,039	1,570,940	11,609,890	

INFORMATION

IMMEDIATE RELEASE
15/77 - July 28, 1977.

COLLECTIVE AGREEMENT SETTLEMENT
STATISTICS FOR THE SECOND QUARTER
1977 AND THE THREE PREVIOUS
QUARTERS.
SUBJECT TO REVISION.



OTTAWA....Collectively bargained settlements in the second quarter of 1977 displayed a lower rate of wage increase than those in the first quarter of 1977, according to a report issued by Labour Canada.

The 174 settlements during the second quarter produced average annual increases in base rates of 8.0 per cent in compound terms. The comparable figure for the first quarter of 1977 was 8.6 per cent.

The figures are based on an analysis of collective agreements covering 500 or more workers in industries (other than construction) within both the federal and provincial jurisdictions.

There were 122 settlements in the second quarter which were classified as one-year agreements, 38 were classified as two-year agreements and 14 as three-year agreements.

While the 174 agreements settled in the second quarter provided for average annual increases in base rates equal to 8.0 per cent, in one-year agreements it was 8.7 per cent. In two-year agreements the annual average increase was 7.5 per cent for the first year and 5.2 per cent for the second year. In three-year agreements it was 5.3 per cent for the first year, 3.8 per cent for the second year and 3.7 per cent for the third year.

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Of the 174 settlements during the second quarter of 1977, 38 provided for a cost of living allowance (COLA); and the average annual increase in base rates for these settlements was 5.6 per cent (excluding the effect of the COLA clause). The remaining 136 settlements without a COLA clause provided for an annual average increase in base rates of 8.5 per cent.

Summary of Last Four Quarters

During the 12-month period ending with the second quarter, 1977, there were 645 major collective agreements settled. These settlements provided for an average annual increase in base rates of 8.6 per cent.

Of the 645 settlements, 376 were classified as one-year agreements, 183 as two-year agreements and 86 as three-year agreements.

The 376 one-year agreements provided for an average annual increase in base rates of 9.1 per cent. The two-year agreements provided for increases of 9.8 per cent for the first year and 7.0 per cent for the second. The three-year agreements provided for increases of 12.6 per cent in the first year, 6.7 per cent in the second year and 5.2 per cent in the third year.

There were 163 settlements negotiated in the 12-month period ending with the second quarter, 1977, which contained a COLA clause. These 163 settlements provided for a 7.7 per cent average annual increase in base rates (excluding the effect of the COLA clause), while the 482 settlements without a COLA clause provided for an average annual increase of 9.0 per cent.

It should be noted that, where confirmed data were available, the settlement statistics shown above take into account the effect of rulings of the Anti-Inflation Board and subsequent ratification by the bargaining parties.

INFORMATION

IMMEDIATE RELEASE

S.&L.-8/77 - AUGUST 12, 1977

STRIKE AND LOCKOUT
STATISTICS FOR
MAY 1977
SUBJECT TO REVISION



OTTAWA... Direct time loss from work stoppages due to strikes and lockouts amounted to 359,740 man-days in May 1977, Labour Canada reported today. The number of stoppages was 154 and the number of workers involved was 32,857. The comparative figures for April were 160 stoppages, 39,133 workers and 353,400 man-days lost.

In relation to total estimated working time of non-agricultural paid workers in May, time lost represented 20 man-days per 10,000 man-days worked, as compared to 21 in April.

The time lost in May includes 11 stoppages in the federal jurisdiction. These involved 8,433 workers and accounted for 43,910 man-days (or 9 percent of all time lost).

Fourteen of the work stoppages in effect in May involved 500 or more workers. Nine of these were in Manufacturing, two in Construction, two in Transportation & Utilities and one in Services. Together these 14 large stoppages accounted for 46 percent of all time lost in May.

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During the first five months of 1977 the total time lost due to strikes and lockouts amounted to 1,360,180 man-days, down substantially from the 3,201,570 man-days lost in the same period of 1976.

WORK STOPPAGES BY JURISDICTION (Preliminary)

ARRÊTS DE TRAVAIL SELON LA COMPÉTENCE GOUVERNEMENTALE (Préliminaire)

Jurisdiction	Number beginning during month	Work stoppages in existence during month		Cumulative duration in man-days
		Number	Duration in man-days	
Compétence gouvernementale	Nombre	Travailleurs en cause	Durée en jours-hommes	Durée en jours-hommes cumulatifs
Nfld. - T.-N.	2	517	14,150	105,800
P.E.I. - I.-P.-E.	0	0	0	0
N.S. - N.-E.	0	13	280	1,100
N.B. -N.-B.	3	733	3,860	7,180
Québec	18	9,087	167,790	693,760
Ontario	26	11,240	110,500	351,050
Manitoba	0	145	3,050	17,920
Saskatchewan	1	290	1,400	12,830
Alberta	4	957	6,520	27,630
B.C. -C.-B.	1	1,442	8,280	49,020
Yukon & N.W.T. - T.-N.-O.	0	0	0	0
Total, provinces	55	24,424	315,830	1,266,290
Federal - Fédéral				
Public Service (1) - Fonction publique (1)	1	425	950	3,580
Federal Industries (2) - Industries fédérales (2)	4	8,008	42,960	90,310
Federal total fédéral	5	8,433	43,910	93,890
TOTAL	60	32,857	359,740	1,360,180

(1) Covered under the Public Service Staff Relations Act.

(2) Covered under the Canada Labour Code: Part V.

(1) Relevant de la Loi sur les relations de travail dans la Fonction publique.

(2) Relevant du Code canadien du travail: Partie V.

NOTE: Numbers relate only to workers directly involved in the dispute.

NOTE: Les chiffres se rapportent seulement aux travailleurs directement touchés par le conflit.

INFORMATION

FOR IMMEDIATE RELEASE
INQ.-4/77 - AUGUST 17, 1977

INQUIRY COMMISSIONER
APPOINTED BY MUNRO

OTTAWA....The Honourable John Munro, Minister of Labour, today announced the appointment of M. Roland Tremblay of the law firm, Tremblay and Roy, Saint-Jean, Quebec, as an Industrial Inquiry Commission pursuant to Section 196 of the Canada Labour Code (Part V - Industrial Relations) to inquire into the conduct of the constitutional election of the United Steelworkers of America held in Canada during February 1977.

The appointment of an Inquiry Commission was made at the specific request of the Canadian National Director of the United Steelworkers Union, Mr. E.G. Docquier. The request stems from an investigation currently taking place in the United States by the U.S. Department of Labour following complaints of alleged improprieties in the conduct of the Steelworkers constitutional election in that country.

Mr. Tremblay, a former Judge of the Quebec Provincial Court, an experienced third party practitioner having acted as conciliator, mediator and arbitrator in numerous industrial relations disputes, is to inquire

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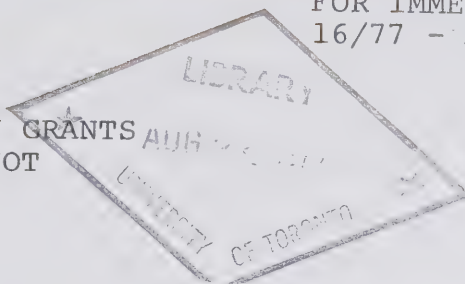


fully and without delay into the conduct of the election in Canada and report to the Minister. His report will be made public.

INFORMATION

FOR IMMEDIATE RELEASE
16/77 - AUGUST 18, 1977

NEW LABOUR EDUCATION GRANTS
- FOR INSTITUTIONS NOT
AFFILIATED WITH CLC



OTTAWA....Labour Minister John Munro today announced a new program of financial assistance for labour education that will complement the \$10 million program of aid to unions which the Minister revealed in June.

The new program will provide financial aid to any labour organization that is not affiliated with the Canadian Labour Congress, as well as to post-secondary educational institutions, including universities, colleges, community colleges and CEGEPS. The program complements the one which the Minister announced last June providing funds to unions with CLC affiliation.

"The new assistance will be available for programs and projects of special interest to officers, officials and potential leaders of labour organizations" Mr. Munro said. "It is intended to help them acquire a comprehensive knowledge and understanding of the goals, policies and responsibilities of the labour movement in the context of the economic, social and political framework," said the Minister. Over the next two years,

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close to \$1.5 million is being allotted to the new program which, it is hoped, "will encourage a better-informed union membership, and smoother collective bargaining.

"It will also help labour to participate more fully and knowledgeably in social and economic affairs. There is a need both to increase the knowledge and skills required by union members for effective participation in the labour movement, and to encourage more responsible participation by unions and the labour movement in society," said Mr. Munro.

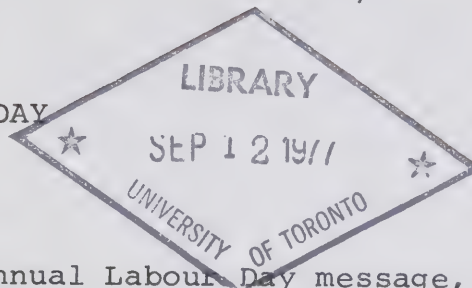
A further important aspect of the new program is its role of encouraging and promoting the development of university and other post-secondary educational facilities to serve the needs of labour education generally.

Application forms, and further details of the new program, are available from the regional offices of Labour Canada.

INFORMATION

FOR IMMEDIATE RELEASE
21/77 - September 5, 1977.

MINISTER'S LABOUR DAY
MESSAGE - 1977



OTTAWA....In his annual Labour Day message, federal Labour Minister John Munro said, "I would like to celebrate this Labour Day with all Canadian workers. This is your holiday. My best wishes to you for a happy day.

"Labour Day gives us a special occasion to consider our jobs and the economy and where we are heading in the coming months.

"For most of us, Canada continues to be a country of great opportunity and fulfillment. But we are all concerned about those who are unable to find a job; we are concerned about inflation, which still threatens all of us.

"We have lived nearly two years under wage and price controls. What can we do to get out of controls? I think we must choose between the three roads we could travel.

"We could stumble along a road which would take us back to the conditions we lived under two years ago, when inflation was rampant and there was no consensus on the economy.

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"Or we could fall back on more government restrictions to protect jobs, to create more jobs and fight inflation.

"Or we could accept the challenge of a new approach to our economic affairs based on co-operation and a more realistic sharing of responsibilities.

"As Minister of Labour I believe we have only one choice. We must adopt new attitudes. We must have greater trust one for another. We must turn our backs on the relic of confrontation, and make a commitment to working together for solving our social and economic problems.

"I am convinced there is a better way. Together, labour, management and government can find it -- we must find it -- and make it work for the benefit of all Canadians.

"On this Labour Day, let's all have a good holiday, and let's find a way to work together in the year ahead."

INFORMATION

IMMEDIATE RELEASE

S.&L. 9/77 - SEPTEMBER 12/77

STRIKE AND LOCKOUT
STATISTICS FOR
JUNE 1977
SUBJECT TO REVISION



OTTAWA... Direct time loss from work stoppages due to strikes and lockouts amounted to 326,520 man-days in June 1977, Labour Canada reported today. The number of stoppages was 162 and the number of workers involved was 31,675. The comparative figures for May were 154 stoppages, 32,857 workers and 359,740 man-days.

In relation to total estimated working time of non-agricultural paid workers in June, time lost represented 17 man-days per 10,000 man-days worked, as compared to 20 in May.

The time lost in June includes 7 stoppages in the federal jurisdiction. These involved 6,048 workers and accounted for 33,990 man-days (or 10 percent of all time lost).

Fifteen of the work stoppages in effect in June involved 500 or more workers. Nine of these were in Manufacturing, three in Construction and one each in Mines, Transportation & Utilities and Public Administration. Together these 15 large stoppages accounted for 36 percent of all time lost in June.

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During the first six months of 1977 the total time lost due to strikes and lockouts amounted to 1,686,700 man-days, down substantially from the 4,425,950 man-days lost in the same period of 1976.

WORK STOPPAGES BY JURISDICTION (Preliminary)

ARRETS DE TRAVAIL SELON LA COMPETENCE GOUVERNEMENTALE (Préliminaire)

Jurisdiction	Number beginning during month	Work stoppages in existence during month		Cumulative duration in man-days Jan.-June Janv.-juin
		Number	Workers involved	
Compétence gouvernementale	Nombre commençant pendant le mois	Arrêts de travail en cours pendant le mois		Durée en jours-hommes cumulatifs
		Nombre	Travailleurs en cause	
Nfld. - T.-N.	3	4	1,125	115,710
P.E.I. - I.-P.-E.	0	0	0	0
N.S. - N.-E.	4	6	396	2,240
N.B. - N.-B.	3	3	384	9,550
Québec	18	86	10,136	870,770
Ontario	22	37	10,032	424,960
Manitoba	0	1	4	18,010
Saskatchewan	3	6	1,170	22,640
Alberta	0	4	172	31,380
B.C. - C.-B.	6	8	2,208	63,560
Yukon & N.W.T. - T.-N.-O.	0	0	0	0
Total, provinces	59	155	25,627	1,558,820
Federal - Fédéral				
Public Service (1) - Fonction publique (1)	0	0	0	3,580
Federal Industries (2) - Industries fédérales (2)	0	7	6,048	124,300
Federal total fédéral	0	7	6,048	127,880
TOTAL	59	162	31,675	1,686,700

(1) Covered under the Public Service Staff Relations Act.

(2) Covered under the Canada Labour Code: Part V.

NOTE: Numbers relate only to workers directly involved in the dispute.

(1) Relevant de la Loi sur les relations de travail dans la Fonction publique.

(2) Relevant du Code canadien du travail: Partie V.

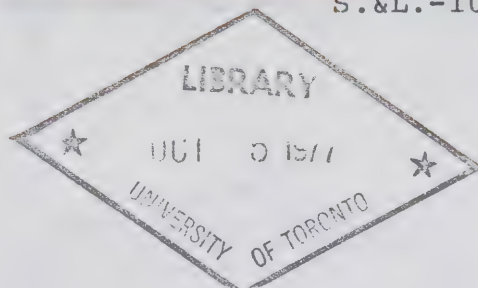
NOTE: Les chiffres se rapportent seulement aux travailleurs directement touchés par le conflit.

INFORMATION

IMMEDIATE RELEASE

S.&L.-10/77 - SEPTEMBER 28, 1977

STRIKE AND LOCKOUT
STATISTICS FOR
JULY 1977
SUBJECT TO REVISION



OTTAWA... Direct time loss from work stoppages due to strikes and lockouts amounted to 466,650 man-days in July 1977, Labour Canada reported today. The number of stoppages was 169 and the number of workers involved was 40,805. The comparative figures for June were 162 stoppages, 31,675 workers and 326,520 man-days.

In relation to total estimated working time of non-agricultural paid workers in July, time lost represented 26 man-days per 10,000 man-days worked, as compared to 17 in June.

The time lost in July includes 10 stoppages in the federal jurisdiction. These involved 2,608 workers and accounted for 20,330 man-days (or 4 percent of all time lost).

Seventeen of the work stoppages in effect in July involved 500 or more workers. Ten of these were in Manufacturing, five in Construction and one each in Transportation & Utilities and Service. Together these 17 large stoppages accounted for 55 percent of all time lost in July.

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During the first seven months of 1977 the total time lost due to strikes and lockouts amounted to 2,153,350 man-days, down substantially from the 5,696,190 man-days lost in the same period of 1976.

WORK STOPPAGES BY JURISDICTION (Preliminary)

ARRETS DE TRAVAIL SELON LA COMPETENCE GOUVERNEMENTALE (Préliminaire)

Jurisdiction	Compétence gouvernementale	Number beginning during month		Work stoppages in existence during month		Cumulative duration in man-days Jan.-July Janv.-juillet	
		Nombre commencé pendant le mois	Number	Workers involved	Duration in man-days	Durée en jours-hommes cumulatifs	
				Travailleurs en cause	Durée en jours-hommes		
Nfld. - T.-N.		4	4	899	1,600	117,310	
P.E.I. - I.-P.-E.		0	0	0	0	0	
N.S. - N.-E.		1	6	1,046	8,390	10,630	
N.B. - N.-B.		1	2	430	2,360	11,910	
Québec		8	84	9,010	155,100	1,025,870	
Ontario		18	37	22,269	247,640	672,600	
Manitoba		0	1	4	80	18,090	
Saskatchewan		7	9	298	2,230	24,870	
Alberta		2	6	2,812	19,880	51,260	
B.C. - C.-B.		6	10	1,429	9,040	72,600	
Yukon & N.W.T. - T.-N.-O.		0	0	0	0	0	
Total, provinces		47	159	38,197	446,320	2,005,140	
Federal - Fédéral							
Public Service (1) - Fonction publique (1)		2	2	1,265	2,490	6,070	
Federal Industries (2) - Industries fédérales (2)		2	8	1,343	17,840	142,140	
Federal total fédéral		4	10	2,608	20,330	148,210	
TOTAL		51	169	40,805	466,650	2,153,350	

(1) Covered under the Public Service Staff Relations Act.

(2) Covered under the Canada Labour Code: Part V.

NOTE: Numbers relate only to workers directly involved in the dispute.

(1) Relevant de la Loi sur les relations de travail dans la Fonction publique.

(2) Relevant du Code canadien du travail: Partie V.

NOTE: Les chiffres se rapportent seulement aux travailleurs directement touchés par le conflit.

INFORMATION

IMMEDIATE RELEASE

S.&L.-11/77 - OCTOBER 18, 1977

STRIKE AND LOCKOUT
STATISTICS FOR
AUGUST 1977
SUBJECT TO REVISION



OTTAWA... Direct time loss from work stoppages due to strikes and lockouts amounted to 404,490 man-days in August 1977, Labour Canada reported today. The number of stoppages was 175 and the number of workers involved was 36,984. The comparative figures for July were 169 stoppages, 40,805 workers and 466,650 man-days.

In relation to total estimated working time of non-agricultural paid workers in August, time lost represented 20 man-days per 10,000 man-days worked, as compared to 26 in July.

The time lost in August includes 9 stoppages in the federal jurisdiction. These involved 3,151 workers and accounted for 18,960 man-days (or 5 percent of all time lost).

Twelve of the work stoppages in effect in August involved 500 or more workers. Six of these were in Manufacturing, two in Construction and one each in Transportation & Utilities, Mines, Trade and Public Administration. Together these 12 large stoppages accounted for 42 percent of all time lost in August.

During the first eight months of 1977 the total time lost due to strikes and lockouts amounted to 2,557,840 man-days, down substantially from the 6,882,790 man-days lost in the same period of 1976.

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WORK STOPPAGES BY JURISDICTION (Preliminary)

ARRETS DE TRAVAIL SELON LA COMPETENCE GOUVERNEMENTALE (Préliminaire)

Jurisdiction	Number beginning during month	Work stoppages in existence during month		Cumulative duration in man-days Jan.-August Janv.-août
		Number	Workers involved	
Compétence gouvernementale	Nombre commencé pendant le mois	Nombre	Travailleurs en cause	Durée en jours-hommes cumulatifs
Nfld. - T.-N.	3	3	1,819	1,970
P.E.I. - I.-P.-E.	0	0	0	0
N.S. - N.-E.	3	8	414	5,370
N.B. - N.-B.	6	6	1,923	8,520
Québec	14	75	8,141	132,040
Ontario	24	47	11,718	197,720
Manitoba	1	2	475	2,450
Saskatchewan	4	7	276	2,350
Alberta	1	6	404	5,050
B.C. - C.-B.	10	12	8,663	30,060
Yukon & N.W.T. - T.-N.-O.	0	0	0	0
Total, provinces	66	166	33,833	385,530
Federal - Fédéral				
Public Service (1) - Fonction publique (1)	1	1	2,200	6,600
Federal Industries (2) - Industries fédérales (2)	1	8	951	12,360
Federal total fédéral	2	9	3,151	18,960
TOTAL	68	175	36,984	404,490
				2,390,670
				12,670
				154,500
				167,170

(1) Covered under the Public Service Staff Relations Act.

(2) Covered under the Canada Labour Code: Part V.

(1) Relevant de la Loi sur les relations de travail dans la Fonction publique.

(2) Relevant du Code canadien du travail: Partie V.

NOTE: Numbers relate only to workers directly involved in the dispute.

NOTE: Les chiffres se rapportent seulement aux travailleurs directement touchés par le conflit.

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INFORMATION

FOR IMMEDIATE RELEASE
19/77 - OCTOBER 31, 1977

OTTAWA....Labour Minister John Munro today said paid educational leave for Canadian workers "could do a lot to improve the social mobility of some Canadians who now have precious little hope of acquiring job skills and holding a steady job."

In a statement released here for delivery to the Annual Meeting of the Canadian Association for Adult Education at Windsor, Ontario, Mr. Munro said paid educational leave is "essential if we are to meet our commitment to equal opportunity in the workplace," and paid educational leave has "great potential" for contributing to productivity.

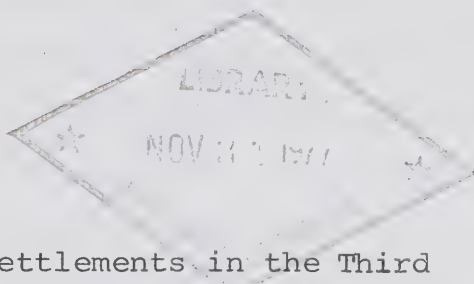
The text of the Minister's address was released prior to delivery.



INFORMATION

IMMEDIATE RELEASE
20/77 - NOVEMBER 2, 1977

COLLECTIVE AGREEMENT SETTLEMENT
STATISTICS FOR THE THIRD QUARTER
1977 AND THE THREE PREVIOUS
QUARTERS.
SUBJECT TO REVISION.



OTTAWA.... Collectively bargained settlements in the Third quarter of 1977 displayed a slightly lower rate of wage increase than those in the Second quarter of 1977, according to a report issued by Labour Canada.

The 129 settlements during the Third quarter produced average annual increases in base rates of 7.5 per cent in compound terms. The comparable figure for the Second quarter of 1977 was 7.9 per cent.

The figures are based on an analysis of collective agreements covering 500 or more workers in industries (other than construction) within both the federal and provincial jurisdictions.

There were 97 settlements in the Third quarter which were classified as one-year agreements, 25 were classified as two-year agreements and 7 as three-year agreements.

While the 129 agreements settled in the Third quarter provided for average annual increases in base rates equal to 7.5 per cent, in one-year agreements it was 7.7 per cent. In two-year agreements the annual average increase was 8.2 per cent for the first year and 6.7 per cent for the second year. In three-year agreements it was 6.4 per cent for the first year, 3.3 per cent for the second year and 3.3 per cent for the third year.



Of the 129 settlements during the Third quarter of 1977, 23 provided for a cost of living allowance (COLA); and the average annual increase in base rates for these settlements was 6.5 per cent (excluding the effect of the COLA clause). The remaining 106 settlements without a COLA clause provided for an annual average increase in base rates of 7.7 per cent.

Summary of Last Four Quarters

During the 12-month period ending with the Third quarter, 1977, there were 587 major collective agreements settled. These settlements provided for an average annual increase in base rates of 7.9 per cent.

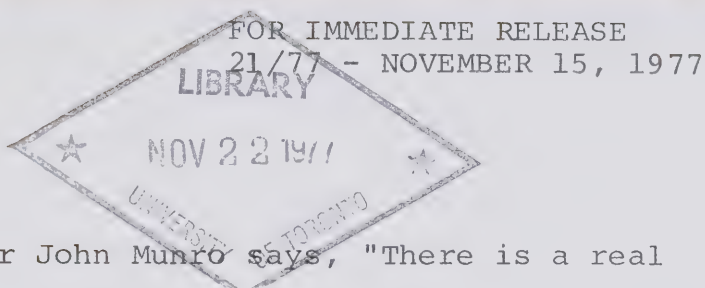
Of the 587 settlements, 387 were classified as one-year agreements, 143 as two-year agreements and 57 as three-year agreements.

The 387 one-year agreements provided for an average annual increase in base rates of 8.4 per cent. The two-year agreements provided for increases of 8.8 per cent for the first year and 6.8 per cent for the second. The three-year agreements provided for increases of 8.5 per cent in the first year, 4.4 per cent in the second year and 3.6 per cent in the third year.

There were 136 settlements negotiated in the 12-month period ending with the Third quarter, 1977, which contained a COLA clause. These 136 settlements provided for a 6.5 per cent average annual increase in base rates (excluding the effect of the COLA clause), while the 451 settlements without a COLA clause provided for an average annual increase of 8.4 per cent.

It should be noted that, where confirmed data were available, the settlement statistics shown above take into account the effect of rulings of the Anti-Inflation Board and subsequent ratification by the bargaining parties.

INFORMATION



OTTAWA....Labour Minister John Munro says, "There is a real need to consolidate the work of the federal agencies responsible for occupational safety and health, and to foster the acceptance of national standards by all jurisdictions."

In notes for an address to the national conference on Occupational Safety and Health Legislation in Toronto, Mr. Munro said that in 1976 there were more man-days lost due to work accidents and job-related illnesses than to industrial disputes.

Control of accidents and health hazards "will only come when we have learned that it requires a joint effort on the part of management, labour and government," Mr. Munro said.

The text of the address was released in advance of the meeting, scheduled for 8:50 a.m., November 16, 1977.

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INFORMATION

FOR IMMEDIATE RELEASE
22/77 - NOVEMBER 15, 1977

OTTAWA....Labour Minister John Munro urged Canadian employers and trade unions to turn to worker participative techniques to solve problems of productivity and industrial relations.

In the text of an address to be delivered at York University, Toronto, Mr. Munro said "In this country, if we continue to rely for our productive strength on the primitive values of competition and conflict we shall soon lose ground to our trading partners who are emphasizing the values of collaboration and co-operation."

Mr. Munro urged employers and trade unions to give serious consideration to quality of working life experiments which shift some authority and responsibility from the hierarchy of management to workers on the shop or office floor.

The text of the address was released in advance of the meeting, scheduled for 7:00 p.m., November 16, 1977.

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INFORMATION

IMMEDIATE RELEASE
23/77 - NOVEMBER 24, 1977

LABOUR CANADA'S LABOUR EDUCATION GRANTS TO INSTITUTIONS NOT AFFILIATED WITH THE CLC

OTTAWA....Labour Minister John Munro today announced grants totalling \$57,141 for labour education to labour organizations not affiliated with the Canadian Labour Congress.

The grants are part of a new program designed to aid unions in labour education, and to complement the program announced by the Minister last June to provide \$10 million in education funds over 5 years to unions with CLC affiliation.

On the national level, \$7,232 has been granted to the Communications Union of Canada, Toronto, and \$7,200 to the Canadian Telephone Employees Association, Montreal.

On the regional level, the grants were: \$1,180 to the Prince Edward Island Teachers Federation, Charlottetown, P.E.I.; \$9,040 to the Nova Scotia Teachers Union, Halifax, N.S.; \$6,361 to the Newfoundland Teachers

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Association, St. John's, Nfld; \$1,600 to the Non-Academic Staff Association, University of Alberta, Edmonton, Alberta; \$2,873 to the Alberta Certified Nursing Aides Association, Edmonton, Alberta; \$1,128 to the Health Sciences Association of Alberta, Edmonton, Alberta; \$767 to the British Columbia Government Professional Employees Association, Victoria, B.C.; \$2,932 to the Vancouver Municipal and Regional Employees Union, Vancouver, B.C.; and \$16,825 to the Hospital Employees Union, Local 180, Vancouver, B.C.

Other applications are now being processed. A total of \$600,000 is slated for grants to non-CLC labour organizations in the course of the 1977-78 fiscal year. The minister said that response to the program had exceeded the Department's expectations.

Mr. Munro, in announcing the grants, said the assistance was intended to help officers and potential leaders of labour organizations to acquire a comprehensive knowledge and understanding of the goals, policies and responsibilities of the labour movement in the context of the economic, social and political framework. The minister said he hoped the program would "encourage a better-informed union membership, and smoother collective bargaining."

INFORMATION

IMMEDIATE RELEASE
S&L.-12/77 - NOVEMBER 30, 1977

STRIKE AND LOCKOUT
STATISTICS FOR
SEPTEMBER 1977
SUBJECT TO REVISION

OTTAWA.... Direct time loss from work stoppages due to strikes and lockouts amounted to 311,680 man-days in September 1977, Labour Canada reported today. The number of stoppages was 186 and the number of workers involved was 32,328. The comparative figures for August were 175 stoppages, 36,984 workers and 404,490 man-days.

In relation to total estimated working time of non-agricultural paid workers in September, time lost represented 17 man-days per 10,000 man-days worked, as compared to 20 in August.

Time lost in September includes 9 stoppages in the federal jurisdiction. These involved 1,383 workers and accounted for 10,240 man-days (or 3 percent of all time lost).

Fourteen of the work stoppages in effect in September involved 500 or more workers. Eight of these were in Manufacturing, two in Transportation & Utilities and one each in Mining, Construction, Trade and Public Administration. Together these 14 large stoppages accounted for 27 percent of all time lost in September.

During the first nine months of 1977 the total time lost due to strikes and lockouts amounted to 2,869,520 man-days, much less than the 8,826,650 man-days lost in the same period of 1976.



WORK STOPPAGES BY JURISDICTION (Preliminary)

ARRETS DE TRAVAIL SELON LA COMPETENCE GOUVERNEMENTALE (Préliminaire)

Jurisdiction	Number beginning during month	Work stoppages in existence during month		Cumulative duration in man-days
		Arrets de travail en cours pendant le mois		Jan.-Sept. Janv.-Sept.
Compétence gouvernementale	Nombre commencé pendant le mois	Workers involved Travailleurs en cause	Duration in man-days Durée en jours-hommes	Durée en jours-hommes cumulatifs
Nfld. - T.-N.	7	897	7,610	126,890
P.E.I. - I.-P.-E.	0	0	0	0
N.S. - N.-E.	0	209	3,500	19,500
N.B. - N.-B.	1	529	10,510	30,940
Québec	21	7,578	124,080	1,281,990
Ontario	17	15,966	120,260	990,580
Manitoba	1	230	4,830	25,370
Saskatchewan	4	760	2,390	29,610
Alberta	2	1,129	8,540	64,850
B.C. - C.-B.	10	3,647	19,720	122,380
Yukon & N.W.T. - T.-N.-O.	0	0	0	0
Total, provinces	63	30,945	301,440	2,692,110
Federal - Fédéral				
Public Service (1) - Fonction publique (1)	1	250	130	12,800
Federal Industries (2) - Industries fédérales (2)	1	1,133	10,110	164,610
Federal total fédéral	2	1,383	10,240	177,410
TOTAL	65	186	32,328	2,869,520

(1) Covered under the Public Service Staff Relations Act.

(2) Covered under the Canada Labour Code: Part V.

NOTE: Numbers relate only to workers directly involved in the dispute.

(1) Relevant de la Loi sur les relations de travail dans la Fonction publique.

(2) Relevant du Code canadien du travail: Partie V.

NOTE: Les chiffres se rapportent seulement aux travailleurs directement touchés par le conflit.

INFORMATION

IMMEDIATE RELEASE

INQ. 6/77 - NOVEMBER 30, 1977

CANADIAN BROADCASTING CORPORATION
AND NATIONAL ASSOCIATION OF BROADCAST
EMPLOYEES AND TECHNICIANS

OTTAWA.... Labour Minister John Munro today released the report of the Conciliation Commissioner who dealt with a dispute between Canadian Broadcasting Corporation and the National Association of Broadcast Employees and Technicians (representing a unit of radio and television technicians).

The Commissioner was Pierre N. Dufresne of Ville St-Laurent, Quebec.

The dispute involves some 3,000 employees.

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INFORMATION

IMMEDIATE RELEASE

24/77 - NOVEMBER 29, 1977

ACCIDENT COMPENSATION FOR FEDERAL PENITENTIARY INMATES

OTTAWA....Solicitor General Francis Fox and Labour Minister John Munro announced today that inmates of federal penitentiaries will receive compensation for continuing physical disabilities if injured while working or training while in prison.

The purpose of the accident compensation program is to help former inmates support themselves and their dependents after release when their earning power may be reduced by the effects of injury. Payment of compensation benefits will begin after the inmate is released.

Inmates will not be entitled to claim compensation for disabilities arising from self-inflicted injuries or injuries received while participating in riots, disorders or attempted escapes. Nor will injuries resulting from sports or other recreational activities, or which do not cause a continuing disability after discharge, be allowable.

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The amount of compensation will be based on the federal minimum wage for adults and payments will vary according to the degree of disability. For accidental death, the program provides an amount for funeral expenses, a lump sum payment to the widow or widower or common-law spouse, and monthly pensions to dependents.

The inmates accident compensation program was developed by the Occupational Safety and Health Branch of the Canada Department of Labour and will be administered by that Branch. Benefits will be paid from funds provided by the Canadian Penitentiary Service following approval by the Solicitor General.

Previously inmates of federal penitentiaries had no established means of seeking compensation for disabling injuries suffered by accident while in prison. Their only recourse was to seek a judgement in court for damages or compensation on compassionate grounds from the Canadian Penitentiary Service.

INFORMATION

IMMEDIATE RELEASE
25/77 - DECEMBER 7, 1977

APPOINTMENT OF MEDIATOR IN
COLLECTIVE BARGAINING DISPUTE
BETWEEN B.C. TELEPHONE COMPANY
AND TELECOMMUNICATIONS WORKERS UNION

OTTAWA....The Honourable John Munro, Minister of Labour, today announced the appointment of J.M. Collins, the Department's Chief Conciliation Officer in Vancouver, as a Mediator pursuant to Section 195 of the Canada Labour Code in the current collective bargaining dispute between the British Columbia Telephone Company and Telecommunications Workers Union.

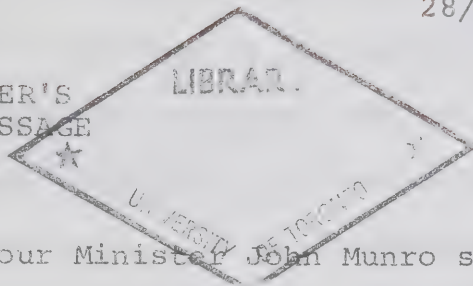
His decision to appoint a Mediator followed an assessment of the lack of progress in these negotiations, based on daily reports from his Departmental officials. In advising the parties of the Mediator's appointment, the Minister expressed the hope that, with the assistance of Mr. Collins, both parties would realistically deal with the contracting-out issue, the main impediment to a settlement, and explore the compromises necessary to bring about a renewal collective agreement.

INFORMATION

IMMEDIATE RELEASE

28/77 - DECEMBER 29, 1977

LABOUR MINISTER'S
NEW YEAR'S MESSAGE



OTTAWA....Labour Minister John Munro said in a New Year's message today he is confident that effective consultation between labour, management and government can become an integral part of industrial relations in the post-control period.

"We still have to develop suitable mechanisms for consultation, but I am sure that such mechanisms can be worked out.

"Canadians are aware of the real need to opt for consultation as opposed to confrontation and increased government intervention and regulation. These are the only options: more consultation and co-operation between labour and management, or more intervention by government."

Mr. Munro said it's time to disregard past hostilities and confrontations in favour of a more enlightened outlook that recognizes mutual interests.

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"This year we have experienced a marked improvement over 1976 in time lost due to industrial disputes.

"With the phasing out of controls in sight, now is the time to establish the consultation process and help bring about a greater measure of industrial peace and economic stability," said the Minister.

INFORMATION

IMMEDIATE RELEASE
1/78 - JANUARY 4, 1978

1978 CALENDAR OF EXPIRING
COLLECTIVE AGREEMENTS
PUBLISHED BY LABOUR CANADA

OTTAWA.....Major agreements covering 440 bargaining situations (involving 892,625 employees) in industries other than construction will expire in 1978, according to information contained in the Labour Canada publication "1978 Calendar of Expiring Collective Agreements". Each bargaining situation covers 500 or more employees.

Based on a total of 966 major non-construction collective agreements currently held in the department, covering some 2,024,110 employees, the figures indicate that approximately 45 per cent of the agreements covering approximately 44 per cent of the employees will be subject to negotiations in 1978.

The Calendar also contains a listing of 19 major agreements that provide for the reopening in 1978 of specified clauses, usually wages. Of these agreements, seven expire later in 1978.

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The expiring collective agreements are listed alphabetically, by province and month of expiry, and by industry. The listings also contain union affiliation, jurisdiction and the number of employees affected.

Departmental records show that there are also 297 negotiations in progress covering bargaining situations where collective agreements had expired or will expire before the end of 1977. It is expected the majority of the negotiations will continue into 1978. These bargaining situations cover approximately 843,455 employees.

A supplement to the Calendar, covering expiring agreements in the construction industry, will be distributed early in 1978.

Copies of the Calendar may be obtained from the Collective Bargaining Division, Labour Data Branch, Labour Canada, Ottawa, K1A 0J2.

INFORMATION

IMMEDIATE RELEASE

S.&L.-1/78 - JANUARY 4, 1978

STRIKE AND LOCKOUT
STATISTICS FOR
OCTOBER 1977
SUBJECT TO REVISION

OTTAWA... Direct time loss from work stoppages due to strikes and lockouts amounted to 243,050 man-days in October 1977, Labour Canada reported today. The number of stoppages was 142 and the number of workers involved was 22,307. The comparative figures for September were 186 stoppages, 32,328 workers and 311,680 man-days.

In relation to total estimated working time of non-agricultural paid workers in October, time lost represented 14 man-days per 10,000 man-days worked, as compared to 17 in September.

Time lost in October includes 9 stoppages in the federal jurisdiction. These involved 1,929 workers and accounted for 13,830 man-days (or 6 percent of all time lost).

Nine of the work stoppages in effect in October involved 500 or more workers. Three of these were in Manufacturing, three in Transportation & Utilities and one each in Mining, Trade and Services. Together these 9 large stoppages accounted for 38 percent of all time lost in October.

During the first ten months of 1977 the total time lost due to strikes and lockouts amounted to 3,112,570 man-days, much less than the 10,862,370 man-days lost in the same period of 1976.



OCTOBER 1977 - OCTOBRE 1977

WORK STOPPAGES BY JURISDICTION (Preliminary)

ARRETS DE TRAVAIL SELON LA COMPETENCE GOUVERNEMENTALE (Préliminaire)

Jurisdiction	Number beginning during month	Work stoppages in existence during month		Cumulative duration in man-days
		Number	Workers involved	
Compétence gouvernementale	Nombre commençant le mois	Nombre	Travailleurs en cause	Durée en jours-hommes cumulatifs
Nfld. - T.-N.	4	4	1,358	1,300
P.E.I. - I.-P.-E.	0	0	0	0
N.S. - N.-E.	0	2	22	450
N.B. - N.-B.	2	3	613	5,190
Québec	7	65	8,829	131,250
Ontario	19	38	4,397	54,810
Manitoba	0	1	230	1,840
Saskatchewan	4	7	307	2,310
Alberta	0	5	879	14,920
B.C. - C.-B.	2	8	3,743	17,150
Yukon & N.W.T. - T.-N.-O.	0	0	0	0
Total, provinces	38	133	20,378	229,220
Federal - Fédéral				
Public Service (1) - Fonction publique (1)	1	1	60	60
Federal Industries (2) - Industries fédérales (2)	3	8	1,869	13,770
Federal total fédéral	4	9	1,929	13,830
TOTAL	42	142	22,307	243,050
				3,112,570

(1) Covered under the Public Service Staff Relations Act.

(2) Covered under the Canada Labour Code: Part V.

(1) Relevant de la Loi sur les relations de travail dans la Fonction publique.

(2) Relevant du Code canadien du travail: Partie V.

NOTE: Numbers relate only to workers directly involved in the dispute.

INFORMATION

IMMEDIATE RELEASE
3/78 - JANUARY 17, 1978

LABOUR CANADA'S
LABOUR EDUCATION GRANTS
TO THE CSD



OTTAWA....Labour Minister John Munro today announced a five-year grant totalling \$170,000 for labour education to Centrale Syndicats Democratiques (CSD). The yearly amount will be \$34,000.

The grant is similar to the \$800,000 labour education grant given to the Confederation of National Trade Unions (CNTU) Sunday by Labour Canada.

The grants are part of a Labour Canada program designed to aid unions to expand labour education. It complements the program announced by the Minister last June to provide \$10 million in education funds over five years to unions affiliated with the Canadian Labour Congress.

The grant announced today will allow the CSD to establish and administer a program of labour studies to enable members, officers, officials and potential labour leaders of the CSD to acquire a comprehensive knowledge of the goals, policies and responsibilities of the Canadian labour movement. The grant covers the period to June 30, 1982.

INFORMATION

IMMEDIATE RELEASE
4/78 - JANUARY 18, 1978

MONTREAL....Labour Minister John Munro today issued the following statement:

"I met here last night with Louis Laberge, President of the Quebec Federation of Labour, and Fernand Daoust, Secretary-Treasurer.

"Mr. Laberge requested a meeting with the Prime Minister and members of Cabinet to discuss a number of economic and labour issues and national unity.

"The agenda would include questions on the economy, wage and price controls, unemployment, multilateral trade negotiations, proposed amendments to the Canada Labour Code and separate collective bargaining status for Quebec members of national bargaining units.

"I expect that a meeting can be arranged within the next two or three weeks.

"The QFL was unable to meet with the Prime Minister and Cabinet in December when other trade union federations and business organizations presented briefs at public sessions in Montreal.

"Mr. Laberge, who is also a member of the Executive Council of the Canadian Labour Congress, indicated his support for the establishment of permanent consultative mechanisms at the federal level.

"It is my hope, and that of the government, that we can establish consultative bodies this year which will bring together representatives of the labour movement, the business community and the federal government on a regular basis."

INFORMATION

IMMEDIATE RELEASE
5/78 - JANUARY 20, 1978

LABOUR CANADA'S LABOUR EDUCATION GRANTS TO POST-SECONDARY EDUCATIONAL INSTITUTIONS

OTTAWA....Labour Minister John Munro today announced grants totalling \$185,767 for labour education to post-secondary educational institutions.

The grants are part of a program designed to promote labour education, and to complement the various programs announced by the Minister since last June to provide \$10 million in education funds over 5 years to unions with CLC affiliation as well as varying amounts to labour organizations not affiliated with the Canadian Labour Congress.

Recipients of the grants are: Dalhousie University, Halifax, N.S.: \$12,500; University of New Brunswick, Fredericton, N.B.: \$21,875; Laval University, Ste Foy, Quebec: \$18,750; Humber College, Rexdale, Ont.: \$30,750; The Ontario Institute for Studies in Education, Toronto, Ont.: \$6,250; Confederation College, Thunder Bay, Ont.: \$30,750; University of Saskatchewan, Saskatoon, Sask.: \$1,142; Athabasca University, Edmonton, Alberta: \$12,500; Simon Fraser University, Burnaby, B.C.: \$25,000; Capilano College, Vancouver, B.C.: \$15,000; Northwest Community College, Terrace, B.C.: \$11,250.

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Mr. Munro, in announcing the grants, said the assistance was intended to help officers and potential leaders of labour organizations as well as rank-and-file members to acquire a comprehensive knowledge and understanding of the goals, policies and responsibilities of the labour movement in the context of the economic, social and political framework. The minister said he hoped the program would "encourage a better-informed union membership, and smoother collective bargaining."

INFORMATION

IMMEDIATE RELEASE

INQ.2/78 - JANUARY 25, 1978

RELEASE OF INTERIM REPORT OF
INDUSTRIAL INQUIRY COMMISSION
IN THE DISPUTE BETWEEN
BRITISH COLUMBIA TELEPHONE COMPANY
AND TELECOMMUNICATIONS WORKERS UNION

OTTAWA....The Honourable John Munro, Minister of Labour, today released the interim report of The Honourable Mr. Justice H.E. Hutcheon of the Supreme Court of British Columbia, who was appointed on January 12, 1978 as an Industrial Inquiry Commission to inquire into a collective bargaining dispute between British Columbia Telephone Company and the Telecommunications Workers Union.

The Commission, appointed pursuant to Section 196 of the Canada Labour Code (Part V - Industrial Relations) has completed the first phase of its mandate which was to inquire into the dispute and submit an interim report, with recommendations for terms of settlement, within 14 days from the date of its appointment.

In summary, Mr. Justice Hutcheon's interim report recommends that the parties accept the recommendations of the earlier appointed Conciliation Commissioner, Dr. Noel Hall, on all outstanding issues except

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for four items for which the Inquiry Commission has recommended specific changes. These four areas include contracting-out, night and holiday shift, hours of work for employees in the Traffic Division and duration of agreement. The Commission also makes other specific recommendations.

In view of the interest expressed by the parties during the proceedings, Mr. Justice Hutcheon has made "suggestions" on proposed terms of settlement for the year 1979. Mr. Justice Hutcheon clearly states that the recommendations he made for an agreement to the end of 1978 are "intended to enable the parties to settle their dispute in quick order". He goes on to say, "I would not want the issues of 1979 to prevent or even delay that early settlement".

The second phase of the Inquiry Commission's Terms of Reference is to investigate and inquire into the general state of labour-management relations of the Telephone Company and report its findings 90 days from the date of the Commission's appointment.

INFORMATION

IMMEDIATE RELEASE

S.&L.-2/78 - JANUARY 26, 1978

STRIKE AND LOCKOUT
STATISTICS FOR
NOVEMBER 1977
SUBJECT TO REVISION

OTTAWA... Direct time loss from work stoppages due to strikes and lockouts amounted to 317,190 man-days in November 1977, Labour Canada reported today. The number of stoppages was 127 and the number of workers involved was 32,870. The comparative figures for October were 142 stoppages, 22,307 workers and 243,050 man-days.

In relation to total estimated working time of non-agricultural paid workers in November, time lost represented 17 man-days per 10,000 man-days worked, as compared to 14 in October.

Time lost in November includes 5 stoppages in the federal jurisdiction. These involved 10,198 workers and accounted for 77,140 man-days (or 24 percent of all time lost).

Fifteen of the work stoppages in effect in November involved 500 or more workers. Seven of these were in Services, five in Manufacturing, two in Transportation & Utilities and one in Construction. Together these 15 large stoppages accounted for 56 percent of all time lost in November.

During the first eleven months of 1977 the total time lost due to strikes and lockouts amounted to 3,429,760 man-days, much less than the 11,361,070 man-days lost in the same period of 1976.

WORK STOPPAGES BY JURISDICTION (Preliminary)

ARRÊTS DE TRAVAIL SELON LA COMPÉTENCE GOUVERNEMENTALE (Préliminaire)

Jurisdiction	Compétence gouvernementale	Number beginning during month		Work stoppages in existence during month		Cumulative duration in man-days	
		Nombre commencé pendant le mois	Number	Workers involved	Duration in man-days	Durée en jours-hommes cumulatifs	Jan. - Nov. Janv. - nov.
			Nombre	Travailleurs en cause	Durée en jours-hommes		
Nfld. - T.-N.		1	2	1,403	1,160	129,350	
P.E.I. - I.-P.-E.		0	0	0	0	0	
N.S. - N.-E.		1	3	97	1,080	21,030	
N.B. - N.-B.		2	3	504	2,300	38,430	
Québec		13	69	14,353	187,120	1,600,360	
Ontario		13	30	4,714	34,020	1,079,410	
Manitoba		2	2	507	1,140	28,350	
Saskatchewan		3	5	129	1,740	33,660	
Alberta		0	3	295	6,440	86,210	
B.C. - C.-B.		2	5	670	5,050	144,580	
Yukon & N.W.T. - T.-N.-O.		0	0	0	0	0	
Total, provinces		37	122	22,672	240,050	3,161,380	
Federal - Fédéral							
Public Service (1) -		0	0	0	0	12,860	
Fonction publique (1)							
Federal Industries (2) -		0	5	10,198	77,140	255,520	
Industries fédérales (2)							
Federal total fédéral		0	5	10,198	77,140	268,380	
TOTAL		37	127	32,870	317,190	3,429,760	

(1) Covered under the Public Service Staff Relations Act.

(2) Covered under the Canada Labour Code: Part V.

(1) Relevant de la Loi sur les relations de travail dans la Fonction publique.

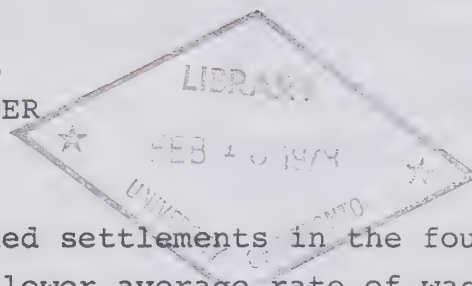
(2) Relevant du Code canadien du travail: Partie V.

Les données sont présentées en français et en anglais. Les données en français sont les données officielles.

INFORMATION

IMMEDIATE RELEASE
6/78 - FEBRUARY 6, 1978

COLLECTIVE AGREEMENT SETTLEMENT
STATISTICS FOR THE FOURTH QUARTER
1977 AND THE YEAR 1977.
SUBJECT TO REVISION.



OTTAWA.....Collectively bargained settlements in the fourth quarter of 1977 provided for a lower average rate of wage increase than those in the third quarter of 1977, according to a report issued by Labour Canada.

The 123 major settlements during the fourth quarter produced average annual increases in base rates of 7.0 per cent in compound terms. The comparable figure for the third quarter of 1977 was 7.4 per cent.

The figures are based on an analysis of collective agreements covering 500 or more workers in industries (other than construction) within both the federal and provincial jurisdictions.

Seventy-six of the settlements in the fourth quarter were classified as one-year agreements, 39 were classified as two-year agreements and 8 as three-year agreements.

In the one-year agreements the average annual increase in base rates was 8.0 per cent. In two-year agreements the average annual increase was 6.6 per cent for the first year and 4.4 per cent for the second year. In three-year agreements it was 9.9 per cent for the first year, 6.7 per cent for the second year and 3.8 per cent for the third year.



Of the 123 settlements during the fourth quarter of 1977, 16 provided for a cost of living allowance (COLA); and the average annual increase in base rates for these settlements was 5.7 per cent (excluding the effect of the COLA clause). The remaining 107 settlements without a COLA clause provided for an annual average increase in base rates of 7.2 per cent.

Summary for 1977

During 1977, there were 567 major collective agreements settled. These settlements provided for an average annual increase in base rates of 7.7 per cent. The comparable figure for 1976 was 10.2 per cent based on 634 major settlements.

Of the 567 settlements, 391 were classified as one-year agreements, 138 as two-year agreements and 38 as three-year agreements.

The one-year agreements provided for an average annual increase in base rates of 8.1 per cent. The two-year agreements provided for increases of 7.9 per cent for the first year and 6.1 per cent for the second. The three-year agreements provided for increases of 7.2 per cent in the first year, 4.8 per cent in the second year and 3.8 per cent in the third year.

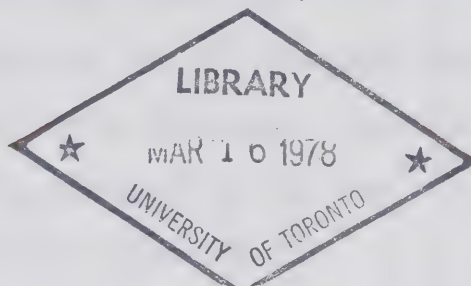
There were 115 settlements in 1977 which contained a COLA clause. These settlements provided for a 6.7 per cent average annual increase in base rates (excluding the effect of the COLA clause). The 452 settlements without a COLA clause provided for an average annual increase of 8.0 per cent.

It should be noted that, where confirmed data were available, the settlement statistics shown above take into account the effect of rulings of the Anti-Inflation Board and subsequent ratification by the bargaining parties.

INFORMATION

IMMEDIATE RELEASE
S.&L.-3/78 - MARCH 8, 1978

STRIKE AND LOCKOUT
STATISTICS FOR
DECEMBER 1977
AND THE YEAR 1977.
SUBJECT TO REVISION



OTTAWA... Direct time loss from work stoppages due to strikes and lockouts amounted to 3,420,860 man-days in 1977, which was 70 per cent less than in 1976, Labour Canada reported today. There were 776 stoppages involving 216,561 workers.

The corresponding figures in 1976 were 1,039 stoppages, 1,570,940 workers and 11,609,890 man-days lost.

In relation to total estimated working time of non-agricultural paid workers, the time lost in 1977 was equivalent to 16 man-days per 10,000 man-days worked, compared to 55 in 1976.

Disputes under federal jurisdiction accounted for 492,970 man-days lost (about 15 per cent of all time lost in 1977).

December 1977

In December 1977 there were 100 work stoppages involving 25,439 workers and amounting to 368,560 man-days. The corresponding figures for November were 115 stoppages, 33,084 workers involved and 271,850 man-days lost.

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The time lost in December was equivalent to 21 man-days per 10,000 man-days worked by non-agricultural paid workers, compared to 17 man-days on the same basis in November 1977 and 13 in December 1976.

Sixteen of the 100 stoppages in December were under federal jurisdiction. These involved 11,275 workers and accounted for 210,410 man-days (or 57 per cent of all time lost).

Seven of the work stoppages in effect in December involved 500 or more workers, compared to 15 in November. Two of these were in each of Manufacturing, Transportation & Utilities and Service and one was in Construction. Together these seven stoppages accounted for 68 per cent of the workers involved and 77 per cent of the duration in man-days.

WORK STOPPAGES BY JURISDICTION (Preliminary)

ARRETS DE TRAVAIL SELON LA COMPETENCE GOUVERNEMENTALE (Préliminaire)

Jurisdiction	Compétence gouvernementale	Number beginning during month		Work stoppages in existence during month		Cumulative duration in man-days	
		Nombre commencé pendant le mois	Number	Workers involved	Duration in man-days	1977	Durée en jours-hommes cumulatifs
			Nombre	Travailleurs en cause	Durée en jours-hommes		
Nfld. - T.-N.		0	1	813	160		96,660
P.E.I. - I.-P.-E.		0	0	0	0		0
N.S. - N.-E.		0	3	97	660		22,260
N.B. - N.-B.		0	1	350	700		38,370
Québec		4	40	8,574	114,990		1,385,130
Ontario		6	25	3,048	25,930		1,106,540
Manitoba		0	1	7	140		19,680
Saskatchewan		1	3	255	2,700		30,140
Alberta		0	4	475	7,330		80,260
B.C. - C.-B.		2	6	545	5,540		148,850
Yukon & N.W.T. - T.-N.-O.		0	0	0	0		0
Total, provinces		13	84	14,164	158,150		2,927,890
Federal - Fédéral							
Public Service (1) -		8	8	751	3,600		16,600
Fonction publique (1)							
Federal Industries (2) -		2	8	10,524	206,810		476,370
Industries fédérales (2)							
Federal total fédéral		10	16	11,275	210,410		492,970
TOTAL		23	100	25,439	368,560		3,420,860

(1) Covered under the Public Service Staff Relations Act.

(2) Covered under the Canada Labour Code: Part V.

NOTE: Numbers relate only to workers directly involved in the dispute.

(1) Relevant de la Loi sur les relations de travail dans la Fonction publique.

(2) Relevant du Code canadien du travail: Partie V.

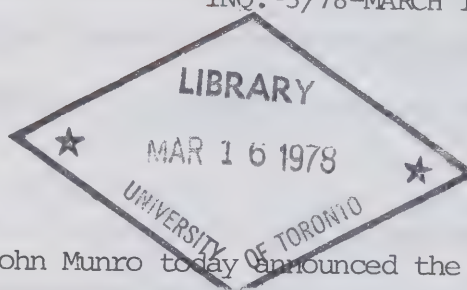
NOTE: Les chiffres se rapportent seulement aux travailleurs directement touchés par le conflit.

INFORMATION

FOR IMMEDIATE RELEASE

INQ.-3/78-MARCH 13/78

LABOUR CANADA NAMES INQUIRY
COMMISSION ON REDUNDANCIES
AND LAY-OFFS



OTTAWA.....Labour Minister John Munro today announced the establishment of a Commission of Inquiry to study the issue of lay-offs and job redundancies in industries under federal labour jurisdiction.

Commission members are: chairman, Dr. A.W.R. Carrothers, a Vancouver lawyer and experienced mediator; Jack Munro, president, District 1, International Woodworkers of America; and Charles Perreault, a Montreal consultant. Mr. Perreault is a former president of the Conseil du Patronat du Québec.

In the interests of mitigating adverse effects of redundancies and lay-offs the Commission of Inquiry will study the following matters, in respect of those industries which fall under federal jurisdiction:

- (1) redundancy and lay-off procedures utilized by employers;
- (2) union/management relations in redundancy and lay-off situations, their mutual and respective obligations to employees and to the community at large;

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(3) access to prior information on redundancies and lay-offs;

(4) the effectiveness of federal legislative, regulatory and program measures designed to assist in redundancy and lay-off situations;

(5) the possibility of changes and improvements in practices and procedures of employers, unions and government with a view to avoiding lay-offs to the extent possible and minimizing their adverse effects when they do occur;

(6) the possibility of developing a code of good practice with respect to redundancies and lay-offs;

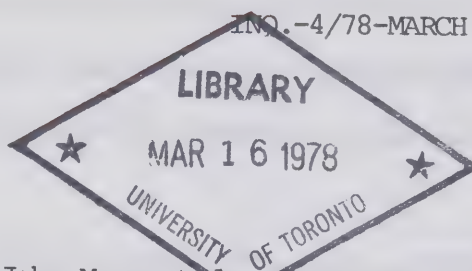
(7) any matters incidental or relating to any of the foregoing matters.

INFORMATION

FOR IMMEDIATE RELEASE

INFO.-4/78-MARCH 13, 1978.

LABOUR CANADA ESTABLISHES
INQUIRY COMMISSION TO STUDY
WIDER-BASED BARGAINING



OTTAWA.....Labour Minister John Munro today announced the establishment of an Inquiry Commission to study wider-based bargaining in the federal jurisdiction.

Members of the Commission are Professor Frances Bairstow, director, Industrial Relations Centre, McGill University, chairman, William Mahoney, Canada Labour Relations Council and Murrey Dubinsky, Q.C., president, Administrative Consultants Ltd., Calgary.

The Commission has been established in the interest of reducing the degree of fragmentation in the collective bargaining process, and the potential conflict which can result. The Commission will inquire into the following matters and report to the Minister of Labour by December 1978:

(1) the advantages and disadvantages of wider-based bargaining in federal industries, with particular emphasis on the transportation, grainhandling and communication industries;

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(2) any impediments legislative or otherwise to wider-based bargaining or the rationalization of bargaining units.

(3) any matters incidental or relating to any of the foregoing matters.

Mrs. Bairstow is an acknowledged authority on labour relations and has considerable experience as a conciliator and arbitrator.

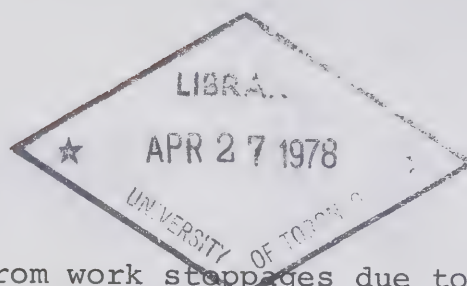
Mr. Mahoney is a former national director in Canada of the United Steelworkers of America and vice-president of the Canadian Labour Congress.

Mr. Dubinsky has had wide experience in the labour relations field as a negotiator, mediator and arbitrator.

INFORMATION

IMMEDIATE RELEASE
S.&L.-4/78 - APRIL 24, 1978

STRIKE AND LOCKOUT
STATISTICS FOR
JANUARY 1978
SUBJECT TO REVISION



OTTAWA... Direct time loss from work stoppages due to strikes and lockouts amounted to 365,720 man-days in January 1978, Labour Canada reported today. The number of stoppages was 96 and the number of workers involved was 24,395. The comparative figures for December 1977 were 101 stoppages, 25,758 workers and 353,130 man-days.

In relation to total estimated working time of non-agricultural paid workers in January, time lost represented 21 man-days per 10,000 man-days worked, as compared to 20 in December 1977.

Time lost in January includes 14 stoppages in the federal jurisdiction. These involved 10,612 workers and accounted for 219,810 man-days (or 60 percent of all time lost).

Eight of the work stoppages in effect in January involved 500 or more workers. Five of these were in Manufacturing and one each in Transportation & Utilities, Trade and Services. Together these eight large stoppages accounted for 74 percent of all time lost in January.

Final figures for 1977 are now available indicating 803 stoppages, 217,557 workers involved and 3,307,880 man-days lost.

January 1978 - janvier 1978

WORK STOPPAGES BY JURISDICTION (Preliminary)

ARRETS DE TRAVAIL SELON LA COMPETENCE GOUVERNEMENTALE (Préliminaire)

Jurisdiction	Compétence gouvernementale	Number beginning during month Nombre commencé pendant le mois	Work stoppages in existence during month Arrêts de travail en cours pendant le mois		Duration in man-days Durée en jours-hommes
			Number Nombre	Workers involved Travailleurs en cause	
Nfld. - T.-N.		1	1	66	50
P.E.I. - I.-P.-E.		0	0	0	0
N.S. - N.-E.		0	0	0	0
N.B. - N.-B.		1	1	257	1,030
Québec		15	39	6,439	92,300
Ontario		20	27	6,022	42,630
Manitoba		1	1	32	140
Saskatchewan		2	6	236	1,500
Alberta		2	4	461	3,180
B.C. - C.-B.		0	3	270	5,080
Yukon & N.W.T. - T.-N.-O.		0	0	0	0
Total, provinces		42	82	13,783	145,910
Federal - Fédéral					
Public Service (1) - Fonction publique (1)		3	4	89	130
Federal Industries (2) - Industries fédérales (2)		3	10	10,523	219,680
Federal total fédéral		6	14	10,612	219,810
TOTAL		48	96	24,395	365,720

(1) Covered under the Public Service Staff Relations Act.

(2) Covered under the Canada Labour Code: Part V.

(1) Relevant de la Loi sur les relations de travail dans la Fonction publique.

(2) Relevant du Code canadien du travail: Partie V.

NOTE: Numbers relate only to workers directly involved in the dispute.

NOTE: Les chiffres se rapportent seulement aux travailleurs directement touchés par le conflit.

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INFORMATION

IMMEDIATE RELEASE
10/78 - MAY 8, 1978
MAY 11 1978
LIBRARY OF PARLIAMENT

LABOUR CANADA ANNOUNCES 12 GRANTS UNDER UNIVERSITY RESEARCH PROGRAM

OTTAWA....The Honourable John Munro, Minister of Labour, today announced the award of 12 grants, totalling \$40,000 for the current fiscal year, under the Labour Canada University Research Program.

The aim of the program is to increase general knowledge of labour matters, and particularly to stimulate interest among scholars and graduate students.

Research may concern industrial relations, economics, social and other aspects of labour, including wages, incomes, productivity, technological change, collective bargaining, labour law and labour history.

Grants are awarded on the recommendation of a joint Labour Canada University Research Committee consisting of senior representatives from the universities and the Department.

A list of recipients and their projects follows:

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Department of Labour-University Research Program

Grants Awarded Fiscal Year

<u>Applicant and University</u>	<u>Title of Research Project</u>
Mr. Raymond Brown-John (Carleton University, Masters of Public Administra- tion student)	"Centralized and Decentralized Collective Bargaining in British Columbia Municipalities"
Professor Walter Cherwinski (Memorial University, Depart- ment of History)	"Agricultural Labour and the Wheat Economy 1895-1930"
Professeur Jean-Michel Cousineau (Université de Montréal, Ecole de Relations Industrielles)	"Indexation des salaires et l'activité de grève" ("Indexation of Wages and Strike Activity")
Mr. Michael Nelson (Carleton University, Depart- ment of Sociology, Ph.D. student)	"Teacher Militancy: A Case Study"
Mr. Craig Patterson (Capilano College, Vancouver, Labour Studies Program Instructor)	"Bibliography: Canadian and Provincial Government Commissions and Inquiries Regarding Occupational Health and Safety, 1867 to date"
Professor Allen Ponak (University of British Columbia, Faculty of Commerce)	"Interest Dispute Resolution Procedures in the Public Sector: An Evaluation of the Minnesota Approach"
Professor William Riddell (University of Alberta, Department of Economics)	"The Determinants of Negotiated Wage Changes in Canada 1953-1977 and the Effects of the Anti- Inflation Program"
Professor Shmuel Sharir (University of Alberta, Department of Economics)	"The Disemployed Effect of the Minimum Wage Rate"
Professor Peter Smollett (University of Regina, Department of Sociology and Social Studies)	"A Trade Unionist's Guide to Labour Films"

Applicant and University

Professors T. Traves and
P. Craven
(York University, Social
Science Division)

Professor James Turk
(University of Toronto,
Department of Sociology)

Professors J. Vanderkamp,
D. Wilton and R. Swidinsky
(University of Guelph,
Department of Economics)

Title of Research Project

"Railway Industrial Relations
History Project"

"The Social Basis of Radical
Leadership: A Case Study of the
United Electrical Workers in
Canada"

"Causes and Consequences of
Strike Activity in Canada"

INFORMATION

IMMEDIATE RELEASE
11/78 - MAY 10, 1978

COLLECTIVE AGREEMENT SETTLEMENT
STATISTICS FOR THE FIRST QUARTER
1978 AND THE PREVIOUS THREE QUARTERS
SUBJECT TO REVISION.

OTTAWA.....Collectively bargained settlements in the first quarter of 1978 provided for a lower average rate of wage increase than those in the fourth quarter of 1977, according to a report issued by Labour Canada.

The 103 major settlements during the first quarter produced average annual increases in base rates of 6.7 per cent in compound terms. The comparable figure for the fourth quarter of 1977 was 7.1 per cent.

The figures are based on an analysis of collective agreements covering 500 or more workers in industries (other than construction) within both the federal and provincial jurisdictions.

Sixty-seven of the settlements in the first quarter were classified as one-year agreements, 31 were classified as two-year agreements and five as three-year agreements.

In the one-year agreements the average annual increase in base rates was 6.6 per cent. In two-year agreements the average annual increase was 7.6 per cent for the first year and 6.6 per cent for the second year. In three-year agreements it was 11.3 per cent for the first year, 6.7 per cent for the second year and 5.3 per cent for the third year.

Of the 103 settlements during the first quarter of 1978, 20 provided for a cost of living allowance (COLA); and the average annual increase in base rates for these settlements was 6.1 per cent (excluding the effect of the COLA clause). The remaining 83 settlements without a COLA clause provided for an annual average increase in base rates of 6.9 per cent.

Summary of The Last Four Quarters

During the 12 month period ending with the first quarter, 1978, there were 546 major collective agreements settled. These settlements provided for an average annual increase in base rates of 7.4 per cent.

Of the 546 settlements, 377 were classified as one-year agreements, 135 as two-year agreements and 34 as three-year agreements.

The one-year agreements provided for an average annual increase in base rates of 7.8 per cent. The two-year agreements provided for increases of 7.4 per cent for the first year and 5.6 per cent for the second. The three-year agreements provided for increases of 8.3 per cent in the first year, 5.0 per cent in the second year and 4.0 per cent in the third year.

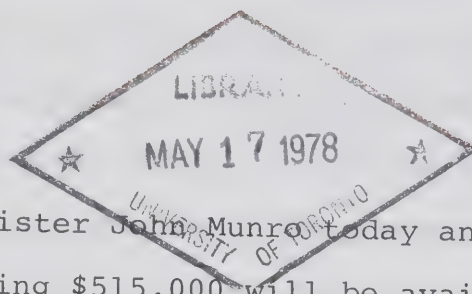
There were 113 settlements negotiated in the 12 month period ending with the first quarter which contained a COLA clause. These settlements provided for a 6.4 per cent average annual increase in base rates (excluding the effect of the COLA clause). The 433 settlements without a COLA clause provided for an average annual increase of 7.7 per cent.

It should be noted that, where confirmed data were available, the settlement statistics shown above take into account the effect of rulings of the Anti-Inflation Board and subsequent ratification by the bargaining parties.

INFORMATION

IMMEDIATE RELEASE
15/78 - LE 15 MAI 1978

1978-79 FUNDS TOTAL
\$515,000 FOR LABOUR
EDUCATION



OTTAWA....Labour Minister John Munro today announced that for 1978-79 funds totalling \$515,000 will be available to independent unions, academic institutions and individuals under Labour Canada's labour education program.

The program is designed primarily to enable present and potential union officers, and members of labour organizations, to gain a comprehensive knowledge of the labour movement and its relationship to Canada's economic, political and social framework.

Most of the funds will go to independent unions (\$300,000 available) and academic institutions (\$200,000 available). The remaining \$15,000 will provide bursaries for individuals. Funds will be allocated on the basis of .65 cents per member, in the case of independent unions; maximum of \$35,000 for any one academic institution; and a maximum of \$5,000 for any individual.

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Applications for grants must be received by a regional office, or headquarters of Labour Canada, no later than June 30, 1978. Application forms and program specifications are available from all Departmental offices.

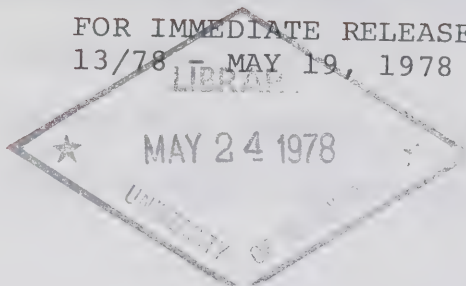
Each application must include a description of the proposed program or project, its objectives, scope and relevance to the Labour Education Program. A detailed budget must indicate how the funds will be spent. In addition, union organizations must provide a statement, signed by a financial officer of their union, giving latest membership data. All applications from academic institutions and individuals have to be supported by a labour organization.

The \$515,000 figure is in addition to funds already allocated to four central union organizations in Canada. These funds total approximately \$2,270,000 and will be provided to the Canadian Labour Congress; the Confederation of National Trade Unions; the Canadian Conference of Teamsters; and La Centrale des Syndicats Démocratiques. Unions and members affiliated with these organizations will participate in and benefit from labour education programs organized by them.

INFORMATION

FOR IMMEDIATE RELEASE
13/78 MAY 19, 1978

LABOUR CANADA EMPLOYEE
WINS MAJOR P.S. MERIT AWARD



OTTAWA.... Jan Kazimierz Wanczycki has been cited for a major public service merit award for exceptional effort in developing methods for analyzing Canadian legislation in relation to International Labour Organization Conventions. Although Mr. Wanczycki retired from the public service in November 1977 after 21 years of service, the award was presented formally today by Deputy Minister of Labour, T.M. Eberlee. The honour is accompanied by a remuneration of \$1,000.00.

Mr. Wanczycki came to the Public Service of Canada following terms in the Polish diplomatic service, and the Polish Military attached to the British forces during the Second World War. During his years with the International and Provincial Relations program of Labour Canada his work, leading to his merit award, helped to develop consultation processes with the provinces regarding labour legislation and implementation of ILO Conventions, and contributed significantly to Canadian constitutional practice.

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He has also represented Canada with distinction at many International Labour Organization meetings.

The award was made at Labour Canada headquarters in Place du Portage with members of the Department's senior staff and Mr. Wanczycki's family in attendance.

INFORMATION

IMMEDIATE RELEASE
S.&L.-5/78 - MAY 29, 1978

STRIKE AND LOCKOUT
STATISTICS FOR
FEBRUARY 1978
SUBJECT TO REVISION

OTTAWA... Direct time loss from work stoppages due to strikes and lockouts amounted to 278,200 man-days in February 1978, Labour Canada reported today. The number of stoppages was 138 and the number of workers involved was 29,705. The comparative figures for January were 96 stoppages, 24,395 workers and 365,720 man-days.

In relation to total estimated working time of non-agricultural paid workers in February, time lost represented 16 man-days per 10,000 man-days worked, as compared to 21 in January.

Time lost in February includes 12 stoppages in the federal jurisdiction. These involved 11,214 workers and accounted for 90,870 man-days (or 33 percent of all time lost).

Eight of the work stoppages in effect in February involved 500 or more workers. Four of these were in Manufacturing, two in Transportation & Utilities, and one each in Mines and Services. Together these eight large stoppages accounted for 57 percent of all time lost in February.

WORK STOPPAGES BY JURISDICTION (Preliminary)

ARRÊTS DE TRAVAIL SELON LA COMPÉTENCE GOUVERNEMENTALE (Préliminaire)

Jurisdiction	Compétence gouvernementale	Number beginning during month	Work stoppages in existence during month		Cumulative duration in man-days JAN.-FEB. JANV.-FÉV.
			Number	Workers involved	
			Number	Travailleurs en cause	Durée en jours-hommes cumulatifs
Nfld. - T.-N.		2	2	630	6,330
P.E.I. - I.-P.-E.		0	0	0	0
N.S. - N.-E.		3	3	578	2,130
N.B. - N.-B.		1	2	559	1,390
Québec		19	57	7,029	194,600
Ontario		22	45	5,932	106,470
Manitoba		0	0	0	140
Saskatchewan		5	6	445	2,360
Alberta		0	2	103	5,240
B.C. - C.-B.		8	9	3,215	14,530
Yukon & N.W.T. - T.-N.-O.		0	0	0	0
Total, provinces		60	126	18,491	333,240
Federal - Fédéral					
Public Service (1) -					
Fonction publique (1)		1	1	80	40
Federal Industries (2) -					
Industries fédérales (2)		3	11	11,134	310,510
Federal total fédéral		4	12	11,214	310,860
TOTAL		64	138	29,705	643,920

(1) Covered under the Public Service Staff Relations Act.

(2) Covered under the Canada Labour Code: Part V.

(1) Relevant de la Loi sur les relations de travail dans la Fonction publique.

(2) Relevant du Code canadien du travail: Partie V.

NOTE: Numbers are preliminary.

INFORMATION

FOR IMMEDIATE RELEASE
14/78 - MAY 31, 1978

BILL C-8 TO AMEND CANADA
LABOUR CODE TO TAKE EFFECT
JUNE 1, JULY 1 AND SEPTEMBER 1

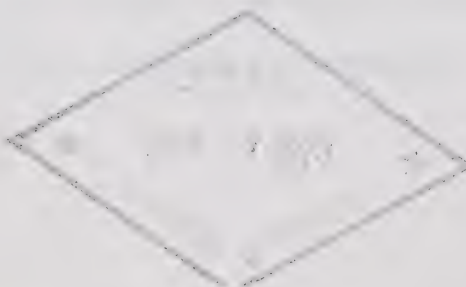
OTTAWA...Labour Minister John Munro today announced the coming-into-effect of Bill C-8, the Omnibus Bill amending the Canada Labour Code. The majority of the Bill comes into effect June 1, 1978; other portions come into effect July 1 and September 1, 1978.

The Bill was passed by the House of Commons April 7, 1978.

The Canada Labour Code applies to some 560,000 persons in the federal jurisdiction in areas such as air transport, banking, broadcasting, railways, shipping, grain elevators, highway transport and pipelines.

"The basic objective of the Bill is a general improvement of the Canadian working environment, along with the buttressing of the collective bargaining process and the labour relations system," Mr. Munro said.

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Those new parts of the Code taking effect June 1 include provisions covering areas such as hours of work, paid vacations and the compressed workweek. There is an increase in the number of statutory holidays from eight to nine; there are new bereavement leave provisions; pregnancy as a cause of dismissal has been eliminated; and an obligation upon employers to notify the nearest police authority whenever a person threatens to endanger the safety or health of his/her employees.

Additional provisions:

- (a) require unions to furnish members with financial statements.
- (b) give the Canada Labour Relations Board more discretion to order representation votes and related run-off votes.
- (c) remove administrative obstacles to certification of Councils of Trade Unions so as to facilitate the creation of broader-based bargaining units.
- (d) require that unions fairly represent members of the bargaining unit.
- (e) ensure fair and objective referral procedures by union hiring halls.
- (f) authorize the CLRB to establish the terms of a first agreement, on referral from the Minister.

Coming into effect July 1, will be a provision dealing with the appointment of arbitrators.

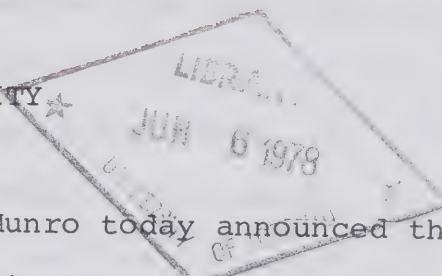
Coming into effect September 1, are provisions dealing with sick leave, regular payment of wages, protection for workers against unjust dismissal, the right of workers to refuse to work under conditions of imminent danger and the creation of health and safety committees.

Copies of the Bill are available on request.

INFORMATION

IMMEDIATE RELEASE
INQ. 7/78 - JUNE 2, 1978

LABOUR CANADA ESTABLISHES INQUIRY COMMISSION TO STUDY EDUCATIONAL LEAVE AND PRODUCTIVITY*



OTTAWA....Labour Minister John Munro today announced the establishment of an Inquiry Commission on educational leave and productivity.

Members of the Commission are Chairman Roy J. Adams, of the Personnel and Industrial Relations Committee, Faculty of Business Administration, McMaster University; Robert Bouchard, vice-president, Quebec Federation of Labour; and J.W. Henley, vice-president, Human Relations Resources Planning, Westinghouse Canada Ltd.

Terms of reference for the Commission are:

- 1) To inquire into public awareness, interest in and commitment to leave for educational purposes.
- 2) To review current practice both in Canada and elsewhere.
- 3) To receive briefs from concerned persons containing their views on various systems of leave for educational purposes.

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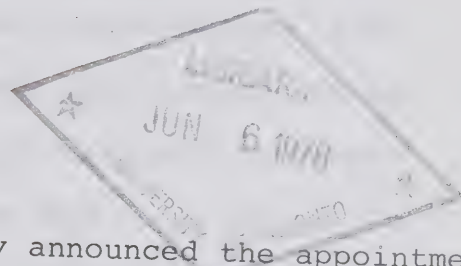
- 4) To make an assessment of the cost-benefits of educational leave and its impact upon productivity and employment.
- 5) To make such recommendations with respect to public policy or policies that might be adopted by labour and management as may seem appropriate.
- 6) Any matters incidental or relating to any of the foregoing matters.

This Commission of Inquiry is the third announced this year by the department; the other two being a study of wider-based bargaining and the Commission on redundancies and lay-offs.

INFORMATION

IMMEDIATE RELEASE
INQ.-8/78 - JUNE 2, 1978

LABOUR MINISTER JOHN MUNRO
NAMES EMMETT M. HALL AS
CONCILIATION COMMISSIONER
IN WEST COAST GRAIN ELEVATOR
DISPUTE



OTTAWA...Labour Minister John Munro today announced the appointment of the Honourable Emmett M. Hall of Saskatoon, Saskatchewan as Conciliation Commissioner to deal with a collective bargaining dispute between the B.C. Terminal Elevator Operators' Association and Grain Workers' Union, Local 333.

The Association, which represents several grain elevator companies on the West Coast, is negotiating with the Grain Workers' Union, Local 333 for a revision of their collective agreement, covering some 600 grain handlers, which expired on December 31, 1977.

In announcing the appointment, Mr. Munro made reference to Mr. Hall's background and experience in the labour relations field.

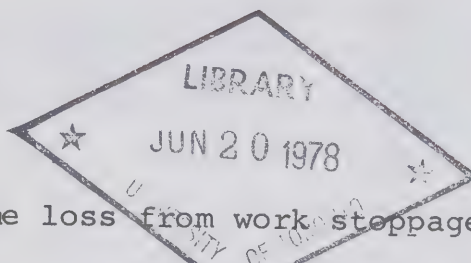
Mr. Hall became Chief Justice of Saskatchewan and of the Court of Appeal in 1961. He was named to the Supreme Court of Canada in November, 1962 and is well known for his distinguished service as Chairman of the Royal Commission on Health Services between 1961 and 1964. When his report was issued, it formed a basis for Canada's National Health Insurance Legislation.

Also, Mr. Hall was appointed as Special Arbitrator in September, 1973 under the special legislation passed by Parliament, namely, the Maintenance of Railways Operations Act, 1973, to deal with the third-last round of railway negotiations. In the second-last round of railway negotiations, he was the appointed Conciliation Commissioner whereby a settlement was reached on the basis of his report. Recently, he completed an Inquiry Commission assignment on prairie grain handling and transportation established in June, 1975 and initiated by the Grains Group of the Department of Industry, Trade and Commerce.

INFORMATION

IMMEDIATE RELEASE
S. & L. 6/78 - JUNE 14, 1978

STRIKE AND LOCKOUT
STATISTICS FOR
MARCH 1978
SUBJECT TO REVISION



OTTAWA... Direct time loss from work stoppages due to strikes and lockouts amounted to 406,510 man-days in March 1978, Labour Canada reported today. The number of stoppages was 148 and the number of workers involved was 37,590. The comparative figures for February were 138 stoppages, 29,705 workers and 278,200 man-days.

In relation to total estimated working time of non-agricultural paid workers in March, time lost represented 22 man-days per 10,000 man-days worked, as compared to 16 in February.

Time lost in March includes 13 stoppages in the federal jurisdiction. These involved 2,110 workers and accounted for 28,150 man-days (or 7 percent of all time lost).

Twenty-three of the work stoppages in effect in March involved 500 or more workers. Nine of these were in Manufacturing, six in Mines, three in Transportation & Utilities, two each in Public Administration and Services, and one in Forestry. Together these 23 large stoppages accounted for 67 percent of all time lost in March.

- 30 -

WORK STOPPAGES BY JURISDICTION (Preliminary)

ARRETS DE TRAVAIL SELON LA COMPETENCE GOUVERNEMENTALE (Préliminaire)

Jurisdiction	Number beginning during month	Work stoppages in existence during month		Cumulative duration in man-days
		Arrêts de travail en cours pendant le mois		
Compétence gouvernementale	Nombre commencé pendant le mois	Number	Workers involved	Duration in man-days
		Nombre	Travailleurs en cause	Durée en jours-hommes
Nfld. - T.-N.	2	3	2,976	42,170
P.E.I. - I.-P.-E.	0	0	0	0
N.S. - N.-E.	2	2	760	3,330
N.B. - N.-B.	2	2	1,183	940
Québec	20	61	11,949	153,610
Ontario	17	36	7,569	80,240
Manitoba	1	1	350	700
Saskatchewan	4	7	1,176	5,740
Alberta	2	5	2,352	49,400
B.C. - C.-B.	11	18	7,165	42,230
Yukon & N.W.T. - T.-N.-O.	0	0	0	0
Total, provinces	61	135	35,480	378,360
Federal - Fédéral				
Public Service (1) -				
Fonction publique (1)	2	2	209	190
Federal Industries (2) -				
Industries fédérales (2)	3	11	1,901	27,960
Federal total fédéral	5	13	2,110	28,150
TOTAL	66	148	37,590	406,510
				1,050,430

(1) Covered under the Public Service Staff Relations Act.

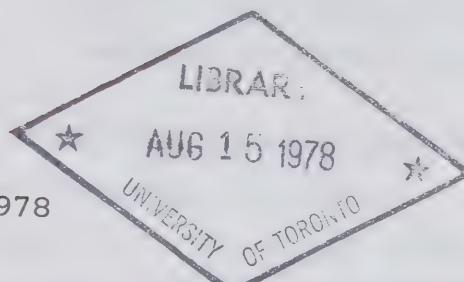
(2) Covered under the Canada Labour Code: Part V.

(1) Relevant de la Loi sur les relations de travail dans la Fonction publique.

(2) Relevant du Code canadien du travail: Partie V.

INFORMATION

IMMEDIATE RELEASE
16/78 - AUGUST 11, 1978



COLLECTIVE AGREEMENT SETTLEMENT
STATISTICS FOR THE SECOND QUARTER 1978
AND THE PREVIOUS THREE QUARTERS.
SUBJECT TO REVISION.

OTTAWA.....Collectively bargained settlements in the second quarter of 1978 provided for a lower average rate of wage increase than those in the first quarter of 1978, according to a report issued by Labour Canada.

The 186 major settlements during the second quarter produced average annual increases in base rates of 6.4 per cent in compound terms. The comparable figure for the first quarter of 1978 was 6.6 per cent.

The figures are based on an analysis of collective agreements covering 500 or more workers in industries (other than construction) within the federal and provincial jurisdictions.

One hundred and eighteen of the settlements in the second quarter were classified as one-year agreements, 58 were classified as two-year agreements and 10 as three-year agreements.

In the one-year agreements the average annual increase in base rates was 6.3 per cent. In two-year agreements the average annual increase was 6.7 per cent for the first year and 6.2 per cent for the second year. In three-year agreements it was 9.7 per cent for the first year, 5.8 per cent for the second year and 6.2 per cent for the third year.

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Of the 186 settlements during the second quarter of 1978, 44 provided for a cost of living allowance (COLA); and the average annual increase in base rates for these settlements was 6.4 per cent (excluding the effect of the COLA clause). The remaining 142 settlements without a COLA clause also provided for an annual average increase in base rates of 6.4 per cent.

Summary of the Last Four Quarters

During the 12-month period ending with the second quarter, 1978, there were 557 major collective agreements settled. These settlements provided for an average annual increase in base rates of 6.8 per cent.

Of the 557 settlements, 371 were classified as one-year agreements, 156 as two-year agreements and 30 as three-year agreements.

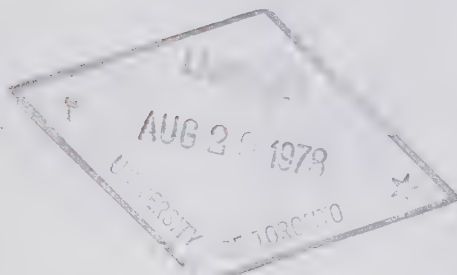
The one-year agreements provided for an average annual increase in base rates of 7.0 per cent. The two-year agreements provided for increases of 7.1 per cent for the first year and 5.9 per cent for the second. The three-year agreements provided for increases of 9.8 per cent for the first year, 5.6 per cent for the second year and 4.7 per cent for the third year.

There were 121 settlements negotiated in this 12-month period which contained a COLA clause. These settlements provided for a 6.6 per cent average annual increase in base rates (excluding the effect of the COLA clause). The 436 settlements without a COLA clause provided for an average annual increase of 6.9 per cent.

NOTE - Where confirmed data were available, these settlement statistics take into account the effect of rulings of the Anti-Inflation Board and subsequent ratification by the bargaining parties.

INFORMATION

IMMEDIATE RELEASE
S.&L.-8/78 - AUGUST 25, 1978



STRIKE AND LOCKOUT
STATISTICS FOR
MAY 1978
SUBJECT TO REVISION

OTTAWA... Direct time loss from work stoppages due to strikes and lockouts amounted to 507,510 man-days in May 1978, Labour Canada reported today. The number of stoppages was 179 and the number of workers involved was 41,316. The comparative figures for April were 157 stoppages, 42,255 workers and 475,580 man-days.

In relation to total estimated working time of non-agricultural paid workers in May, time lost represented 26 man-days per 10,000 man-days worked, as compared to 28 in April.

Time lost in May includes 17 stoppages in the federal jurisdiction. These involved 2,492 workers and accounted for 27,840 man-days (or 5 percent of all time lost).

Twenty-three of the work stoppages in effect in May involved 500 or more workers. Seven of these were in Manufacturing, six in Mines, four in Construction, three in Transportation & Utilities, two in Services and one in Public Administration. Together these 23 large stoppages accounted for 66 percent of all time lost in May.

- 30 -

WORK STOPPAGES BY JURISDICTION (Preliminary)

ARRETS DE TRAVAIL SELON LA COMPETENCE GOUVERNEMENTALE (Préliminaire)

Jurisdiction	Compétence gouvernementale	Number beginning during month		Work stoppages in existence during month		Cumulative duration in man-days	
		Nombre commencé pendant le mois	Number	Workers involved	Duration in man-days	Jan. - May	Janv. - mai
			Nombre	Travailleurs en cause	Durée en jours-hommes	Durée en jours-hommes cumulatifs	
Nfld. - T.-N.		2	5	3,325	62,500	175,320	
P.E.I. - I.-P.-E.		0	0	0	0	0	
N.S. - N.-E.		2	3	706	3,710	23,180	
N.B. - N.-B.		10	11	2,836	3,660	12,880	
Québec		25	62	13,944	215,410	782,190	
Ontario		25	40	8,839	114,830	365,320	
Manitoba		6	6	1,696	33,230	34,070	
Saskatchewan		13	16	3,819	18,570	30,180	
Alberta		0	2	103	2,280	100,910	
B.C. - C.-B.		8	16	3,542	25,350	105,310	
Yukon & N.W.T. - T.-N.-O.		1	1	14	130	130	
Total, provinces		92	162	38,824	479,670	1,629,490	
Federal - Fédéral							
Public Service (1) -							
Fonction publique (1)		4	4	352	420	780	
Federal Industries (2) -							
Industries fédérales (2)		5	13	2,140	27,420	403,250	
Federal total fédéral		9	17	2,492	27,840	404,030	
TOTAL		101	179	41,316	507,510	2,033,520	

(1) Covered under the Public Service Staff Relations Act.

(2) Covered under the Canada Labour Code: Part V.

(1) Relevant de la Loi sur les relations de travail dans la Fonction publique.

(2) Relevant du Code canadien du travail: Partie V.

INFORMATION



LABOUR ADJUSTMENT BENEFITS PROGRAM

LABOUR CANADA

LABOUR ADJUSTMENT BENEFITS PROGRAM

Labour Canada's Labour Adjustment Benefits Program has been designed to reduce the hardships experienced by individuals involved in permanent lay-offs. The initiative is consistent with other elements of the Community-Based Adjustment Package proposed by the Ministers of Employment and Immigration; and Industry, Trade and Commerce.

Under the old Adjustment Assistance Benefits program, Labour Canada provided "last resort" income maintenance to certain older workers permanently laid-off from the textile and clothing industries, and from the footwear and tanning industries, since 1971 and 1974 respectively. This assistance was payable to qualified workers between 54 and 65 years of age at the date of lay-off who had at least 10 years of service in the industry. The recipient must have exhausted unemployment insurance benefits and be certified as having no prospect of employment.

The new Labour Adjustment Benefits Program would consolidate the existing AAB programs administratively by developing a common framework for the certification of individual firms and workers, and would establish a new Labour Adjustment Review Board to perform this certification within designated sectors.

In addition under the new LAB program the benefit levels have been lowered to bring them into line with current unemployment insurance benefits. A number of modifications have been undertaken to enforce more strictly the intention that the program act solely as a "last resort" income support vehicle.

The certification under the LAB program has been extended to provide coverage to those industry/community situations where the magnitude of permanent lay-offs, regardless of cause, threaten to seriously damage the economy or social fabric of a community.

At the outset, certifications under the new LAB program are to be restricted to industry/community lay-off situations, as designated by the proposed Industrial and Labour Adjustment Committee. Sectors covered, however, under the former assistance programs will be grandfathered and retain benefit eligibility.

Consolidation of existing adjustment assistance benefit programs under the new Labour Adjustment Benefits Program is expected to produce cost-savings.

However, in order to meet new demands expected to be placed on the LAB program by industry/community certifications, an additional allocation of funds is required. Since further designation along sector lines will be held in abeyance pending further consideration, there is no requirement for additional expenditure approval for this aspect of the program at the present time.

Modifications to the Canada Labour Code

These proposed amendments draw heavily on the recommendations of the 1978 Industrial Inquiry Commission chaired by A.W.R. Carrothers, and will help mitigate the adverse effects of redundancies and lay-offs on individual employees by improving severance pay provisions, lengthening advance notification requirements for mass lay-offs, and requiring employers to undertake more orderly manpower adjustments through the development of lay-off plans in consultation with the employees concerned.

Specifically, it is proposed that:

- 1) employees be eligible for severance pay after 12 months of continuous employment, instead of after 5 years as is presently the case;
- 2) the minimum amount of severance pay payable to an employee be 5 days (at the regular rate of pay);
- 3) the current maximum severance pay entitlement of 40 days wages (at the regular rate of pay) be repealed; and
- 4) severance pay entitlement continue to be calculated at the rate of two days (at regular rate of pay) for each completed year of continuous employment.

Part III of the Canada Labour Code presently requires that employers provide advance notice in writing to the Minister of Labour and the Canada Employment and Immigration Commission where 50 or more employees are to be terminated within a four week period. The amount of advance notice required relates to the number of employees laid off, and ranges from 8 to 16 weeks.

It is proposed that employers be required to give employees 16 weeks advance notice of intention to undertake permanent closure or permanent large scale lay-offs affecting 50 or more employees. Employers would also be required to consult in such situations with their employees; to make available all relevant information and data; to develop jointly a plan to minimize the harmful impact of the lay-off; to protect wages, salaries and benefits which have accrued to the employees; and to assist their re-employment and resettlement. If six weeks after the date of notice, no plan satisfactory to the Minister of Labour has been worked out between the parties, it is recommended that the Minister have authority to appoint an arbitrator to resolve outstanding difficulties.

Where companies and employees have reached agreement on an orderly lay-off plan the Minister of Labour may offer exemption from the period required for advance notice. Also, where provisions for advance notice, consultation, manpower planning, and independent arbitration are covered by a collective agreement, the parties may be exempt from these parts of the Canada Labour Code.

Finally, since under current bankruptcy legislation accrued wages are given only fourth priority among unsecured creditors, with the consequence that laid off employees often receive little or no compensation for such wages in bankruptcy settlements, the Minister of Labour has consulted with the Minister of Consumer and Corporate Affairs with respect to the establishment of his proposed Study Group to examine this question.

Overall these proposed modifications to the Canada Labour Code place greater responsibility on employers for the welfare of their employees in cases of redundancy and lay-off. As proposed here, implementation of these modifications would require no additional resources.

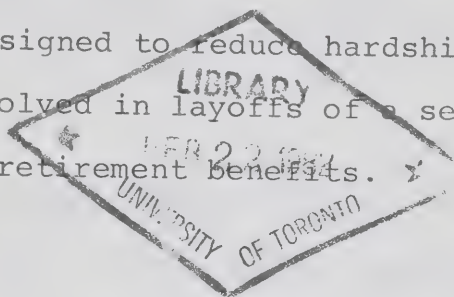


Information

Communication Services Directorate (819) 994-2238
Direction des Services de Communication (819) 994-2238

CANADA SPECIAL INDUSTRY AND LABOUR ADJUSTMENT PROGRAM

OTTAWA....The LABOUR ADJUSTMENT BENEFITS PROGRAM, which will be in place shortly, is designed to reduce hardships experienced by workers involved in layoffs of a severe nature by providing early retirement benefits.



Eligibility Criteria

Workers must meet basic criteria to be eligible for benefits. Specifically, workers must:

- have been laid-off from industries, and in communities, which have been designated under the program;
- be Canadian citizens resident in Canada;
- be between 54 and 65 years of age when they are laid-off;
- be part of a lay-off which involves at least 10 per cent of the plant labour force, or 50 employees, whichever is the lesser;
- have at least 10 years employment in the industry, within the 15 years immediately prior to the layoff;

- have exhausted their Unemployment Insurance benefits; and
- have been certified by the Canada Employment and Immigration Commission as having no present prospect of employment, or have accepted employment, with earnings less than their previous average weekly earnings in the industry.

Benefits

The level of benefits will be 60 per cent of average insurable earnings prior to the layoff, as defined under the Unemployment Insurance Act.

Application Procedure

Layoffs must be certified by LABOUR CANADA before workers can receive benefits. Application for such certification can be made by any person, trade union or other group representing employees laid-off in designated communities and industries.

Workers involved in certified layoffs who believe they meet the eligibility criteria should apply for benefits at their local Canada Employment Centre.

FURTHER INFORMATION ON THE PROGRAM CAN BE OBTAINED
FROM LABOUR CANADA'S REGIONAL OFFICES, OR LOCAL CANADA
EMPLOYMENT CENTRES, OR BY WRITING TO:

LABOUR ADJUSTMENT BENEFITS PROGRAM

LABOUR CANADA

OTTAWA, ONTARIO

K1A 0J2

Enquiries: Ms. Jean Pascal (819) 994-2238.

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